

Studio PALOMBA
Employment Consultancy and Payroll Processing
By Ernesto Palomba
Rome, Via Leone XIII, no. 460 00165

HOME

Ernesto Palomba's firm has years of experience in assisting companies in employment consultancy and personnel management.

About Us

Ernesto Palomba, the owner and founder of *Studio Palomba*, after graduated with excellence in Law at the University of Naples "Federico II", begins his career in 1986 when he passes the qualifying examination as a **lawyer** (specialization in labor law). Since 1994, he has been mainly dealing with labor law consultancy, payrolls, legal labor settlements, and human resource management; he registers at Rome's Association of **Labor Consultants**.

Moreover, he has a long experience in training and education as a professor in labor law at the *Scuola di Polizia Tributaria in Guardia di Finanza* (the Italian Tax Police School at the Financial Police); in his career, he also boasts teaching experiences at major institutes, such as IPSOA Wolters Kluwer Group; Luiss Management, Rome; Gestioni and Management, Rome; Il Sole 24 Ore, Milan.

The personnel consist of a consolidated group of young collaborators, responsible for specific areas and sectors of activity, ranging from technical and operational matters to consultancy-related activities and regulatory issues, including law research and study.

Some collaborators, upon request of the various companies, work directly at the offices of the assisted companies and enterprises.

OUR SERVICES

The activities provided by *Studio Palomba* are fully focused on labor law and its related matters.

- Consultancy services with regard to personnel management: it provides an all-round service aimed at improving the management and development of human resources within the company. Internal plans are developed and proposed for each specific company, relating to the personnel recruitment and onboarding; furthermore, we provide employees with internal training, we study

the remuneration policy to be adopted, and we handle the relationships with trade unions and personnel.

- Consultancy services with regard to contracts and drafting of employment agreements: we assess the measures to be taken to recruit new staff, by taking into account the actual corporate needs.
- Consultancy services with regard to companies' crisis management: nowadays, corporate crisis can cause firm's deficit and reduce business turnover; many companies are forced to dismiss their employees and to resort to the corporate crisis management tools. *Studio Palomba* prepares all the procedures necessary to activate public income support measures (redundancy pay - *casse integrazione guadagni*), to mobility (mobility procedures - *procedure di mobilità*), and implements measures aimed at reducing the working hours for employees instead of resorting to dismissal (Corporate solidarity contracts - *contratti di solidarietà aziendali*), by taking preventive steps towards trade union consultations, as per Italian law.
- Relationships with public agencies: there are many statutory requirements a company must fulfil in managing its personnel. Our organization gives full support to clients in the relationship with public Italian agencies (INPS, INAIL, Italian Revenue Agency – *Agenzia delle Entrate*, Labor Territorial Department - *Direzione territoriale del lavoro*, trade unions, and other organizations) and also in possible disputes, public inefficiency, instances.
- Consultancy services with regard to benefits and incentives to recruit new personnel: thanks to a vast array of magazines and constant updates on wages, contributions, and working relationship management, we process the labor costs by evaluating the advantages and disadvantages resulting from benefits and incentives.
- Drafting of the Monthly Payroll Ledger (*Libro Unico del lavoro mensile*), with particular attention to all *fringe benefits* granted to employees (car, insurance, housing, miscellaneous), management of absences and related tasks towards the social security and welfare bodies; compulsory communications of various kinds.
- Consultancy services with regard to the employee's income and its related issues, as per DPR no. 917 of 1986, and subsequent integrations and modifications. Thanks to his valuable teaching experience at the Italian Tax Police School, Mr. Ernesto Palomba offers extensive expertise in Italian tax matters related to employment and income.
- Training and education: as a brilliant teacher at *IPSOA* and *Il Sole 24 Ore* training schools (the main ones), Mr. Ernesto Palomba has been providing for many years courses, seminars, conferences, post-graduation training courses for professionals and non-professionals, thus providing companies with services such as personnel training.
- Consultancy services with regard to the extra-judicial settlement of labor disputes: as a lawyer, Mr. Ernesto Palomba, thanks to his skills in labor consultancy, manages to avoid

litigations; should any dispute occur, he manages to settle them in a conciliatory way. Furthermore, *Studio Palomba* provides companies with Codes of Ethics and Conducts which employees must comply with in order to prevent the employer from exercising disciplinary powers.

THE IMPORTANCE OF LABOR CONSULTANCY IN TODAY'S SCENARIO

Nowadays, among the various professional activities, the labor consultant is more and more fundamental when assisting companies, and generally becomes a social point of reference with an institutional role.

An operating company, regardless of its size and automation level, is the backbone of the economy and society. A company is the place where the goods and services people use during their daily life are produced. Therefore, it creates a dense network of social, economic, financial, political relations.

"Private economic initiative is free. It cannot be in contrast with the social utility nor can it jeopardize the safety, freedom, and dignity of human beings", as it is stated in Article 41 of the 1948 Italian Constitution (*Costituzione italiana*).

We all know that, in the course of business, besides the capital represented by the movable and immovable property which is necessary to perform the activities, the **human capital** gets the better of everything.

Whatever we do, we can achieve it only through people. People develop technology and improve it by adjusting it to the actual human needs.

The term **human capital** was coined by the Economist Theodore Schultz (US, Arlington, 1902 - 1998), Nobel Prize in 1979.

In today's corporate scenario, the **human capital** is the result of several factors:

- Individual characteristics brought by people while performing their job: intelligence, energy, positive attitude, reliability, commitment.
- People's ability to learn: readiness, imagination, creativity, practical sense, and what is usually called "street smarts".
- People's motivation to share information and knowledge: team spirit and result-oriented approach.

In the corporate context, people are the only element having the intrinsic power to generate value. All the other variables - cash and receivables, materials, plants and equipment, energy sources - only represent an inactive potential. By their very nature, they do not add anything, and they cannot add anything, unless a human being (be he/she the lowest-level worker, or the most ingenious professional, or a chief executive) pours out that potential and puts it into action.

In this context, the labor consultant becomes the only way of settling the natural conflict between the company's interests and the interests of its workers.

In the light of the recent regularity changes in labor law and social security, as well as of the "jungle of contracts" introduced by Italian legislative decree no. 276/2003 (*Legge Biagi*), firms are highly unprepared to use contractual instruments in the personnel management and they are not capable to avoid penalties arising from legal violations.

The final regulatory measure will result in additional great changes in the labor area (*Riforma Fornero*, 2012).

Then, a good labor consultant, working with the utmost caution and diligence, should be able to inform, with maximum transparency and legality, his/her customers about all the aspects of the working relationships, conveying the idea that an ethically assessable work is still possible, despite the widespread lawlessness and ruthless desire for profit; the real labor consultant is the one that balances efficiency and effectiveness of business management with the workers and employees protection principles.

This is our Code of Ethics!

OFFICE and CONTACT

Studio Palomba's firm is located in Via Leone XIII, no. 460, Rome, 00165.

→ Western Area of Rome, Aurelio district, close to Mura Vaticane and Mura Aureliane.

From Termini station:

1 - Metro A line (direction Battistini), to stop CIPRO or VALLE AURELIA, then BUS no. 31 or 33 to stop Leone XIII;

2 - Alternatively, BUS no. 40Express to stop Corso Vittorio Emanuele II / Piazza Paola, then BUS no. 571, 98, 916, 46B, 881 to stop Gregory VII/Piazza Pio XI.

Contact us:

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OUR CLIENTS

Specialized in the study of numerous national collective agreements (*contratti collettivi nazionali*), *Studio Palomba* offers its best experience and expertise in various fields, such as tertiary sector, engineering, credits, insurances, journalists, private TV and radio broadcasters, private secular schools, and chemical industry. Below are some of its main clients:

Alliance Medical Spa

Associazione Nazionale "Energia del vento"

Associazione Nazionale Costruttori Edili
BNL
Benevento Calcio Spa
Boehringer Ingelheim Italia Spa
British American Tobacco Spa
Casagit
Cerved Group Spa
Consit Italia Spa
Diesel Spa
Dynamica Retail Spa
Ergo Italia Spa
FEDIT
Fincantieri Spa
Finservice Spa
Fondazione AHREF
Fondazione Bruno Kessler
Fondazione trentina “A. De Gasperi”
Formedil
Gruppo Maiorana Spa
Gruppo Wolters Kluwer
Inpgi
Intervet Production Spa
IRVAPP
Istituto De Angeli Srl
Italian Vento Power Corporation Service Srl
Italian Vento Power Gestione Srl
Jupiter Asset Management Srl
Jupiter Group Srl
Jupiter Iustitia Srl
Orizzonte Spa
Parsons Transportation Group
Roma Metropolitane Scrl
SACE FCT Spa
SACE Spa
Sermetra Assistance Spa
Società Agricola “Raggio di Puglia”
SWISS RE Europe
Tecnoinvestimenti Spa
Trelleborg Wheel System Italia Spa

Visufarma Spa
Zucchetti Spa

Best Friendships

Our firm has been working for years with

- IPSOA training school, Wolters Kluwer Italia Srl
- *Il Sole 24 Ore* training school
- Law firm of Professor Sandro Campilongo
- Baker&McKenzie associated law firm
- SNALV, trade union.
- EPAS, trade union.