HHP Law Firm.



Alvira is an associate partner in the Employment Practice Group focusing on employment law. Alvira has many years of experience acting for foreign and Indonesian corporations in a wide range of employment-related matters.

Professional experience

Practice Focus

Her main expertise includes general employment, compensation and benefits, overtime, pension/retirement, leave policies, social security, workforce restructuring, termination of employment, expatriate employment, immigration, outsourcing arrangements, employee transfers, secondments and employee data privacy and protection.

She has drafted many employment-related documents, including employment agreements, company regulations, employee loan agreements, termination agreements, resignation letters, warning letters, employee transfer agreements, and post-employment confidentiality agreements, non-competition and non-solicitation agreements. She has also assisted clients in the settlement of employment-related disputes for both Indonesian and foreign employees and directors.

Representative Legal Matters

- Advising a financial services company in relation to how to structure, manage, and implement the termination of more than 300 employees due to fraudulent practices.
- Advising a branch of a foreign bank in termination of an Indonesian employee who had misappropriated funds for several years.

Location & Information

+ 62 21 2960 8503

Practices

Employment & Compensation

- Advising a foreign shareholder of an Indonesian joint venture company that provides integrated remote site services in termination of a president director and had a heart attack before the termination.
- Advising a foreign owned Indonesian investment management company in termination negotiation, preparing the relevant mutual. termination agreement, calculating statutory retirement package, preparing and redrafting the directorship appointment agreement and reviewing the side letter in relation to the continuing incentives.
- Advising various international companies, representative offices and non-government organizations on employee redundancy for efficiency measures, due to shortage of funds and elimination of particular roles.
- Representing various companies, representative offices and non-government organizations in termination cases of its employees due to alleged misconduct.
- Representing an international pharmaceutical company in a termination of employment case initiated by the employees due to an offshore share acquisition.
- Representing a construction representative office in termination negotiations with its employees.
- Advising on and assisting various foreign investment companies, representative offices and non-government organizations in drafting, reviewing and revising documents related to termination of employment, including negotiated resignation letters and joint agreements on termination of employment.
- Advising and assisting foreign investment and local companies in drafting, reviewing and revising documents related to the termination of their directors.

Professional Associations and Memberships

- Member of the Indonesian Advocates Association (PERADI)
- Member of Indonesian Bar Association (IKADIN)

Recognition

Professional Honors

- Band 1 for Employment, Chambers Asia 2022-2025
- Litigation Star for Labor and Employment, Benchmark Litigation 2024-2025
- Leading Individual, Asia Pacific Legal 500 2021-2025
- Listed in the Who's Who Legal Southeast Asia Guide for Labour, Employment & Benefits 2024-2025
- Distinguished Practitioner, AsiaLaw Profiles 2024-2025
- Band 2 for Employment, Chambers Asia 2018-2021

- Leading Lawyer for Employment, AsiaLaw Profiles 2020

Qualifications and Education

Admissions

- Indonesia, 1999

Education

- University of Indonesia (BA Law, with nomination as one of the candidates for Best Achieving Student in 1998) (1999)