

Per Benonisen

Partner, Faggruppeleder arbeidsrett



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Per Benonisen leder DLA Piper Norways arbeidsrettsavdeling. Han har over 20 års erfaring med rådgivning for bedrifter så vel som privatpersoner innenfor alle områder av arbeidsretten.

Benonisen har bred erfaring og bistår våre klienter løpende innen individuell- og kollektiv arbeidsrett. Han har erfaring fra omfattende omorganiserings og nedbemanningsoppdrag. Benonisen bistår også ved disiplinær oppfølging, individuelle oppsigelser og avskjed.

Han har lang erfaring med utarbeidelse av arbeidsavtaler og incentivordninger så vel for ledere som øvrige ansatte. Andre eksempler på arbeidsområder er tariffrettslig rådgivning, virksomhetsoverdragelse, pensjon, ferispørsmål, personvern, HMS, utestasjonering, utarbeidelse arbeidsreglement, etiske retningslinjer, personalhåndbøker og annen arbeidsrettslig dokumentasjon.

Benonisen jobber jevnlig som sensor ved Universitetet i Oslo. Han foreleser ved nasjonale og internasjonale seminarer og

holder kurs innen arbeidsrett for en rekke klienter og eksterne kursleverandører.

Kvalifikasjoner

Utdannelse	Universitetet i Oslo, Cand. jur.	1993
	Økonomisk College, Bachelor of International Business	1990

Medlemskap	Medlem i Den Norske Advokatforening.
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Erfaring

Tidligere erfaring	Partner, DLA Piper Norway	2000 -
	Advokat, DLA Piper Norway	1998 - 2000
	Advokatfullmektig, DLA Piper Norway	1993 - 1998
	Konsulent, Miljøverndepartementet	1993

Anerkjennelser

The Legal 500, 2025

'We work with Per Benonisen in most cases. He is super professional, extremely competent and very empathetic. And strict when needed. I have worked with him for over 15 years, and do not want to change lawyer, if I don't have to.'



'I am pleased to provide a recommendation for Per Benonisen where I received outstanding legal services. He demonstrates professionalism, expertise, and a genuine commitment to understanding my needs.'

Per er anbefalt innenfor *Employment* av The Legal 500, 2025.

Chambers & Partners
Europe, 2025

Per Benonisen has experience in a wide range of employment matters, including reorganisations, employee transfers and temporary layoffs.



'Per is extremely service minded and understands everything around the processes. He is always available for a quick call and quick with a text. His knowledge is out of this world.'

'It is a pleasure to work with Per.'

Per er rangert i Band 2 innenfor *Employment* av Chambers and Partners, 2025

The Legal 500, 2024

Per er anbefalt innenfor *Employment* av The Legal 500, 2024.



Chambers & Partners
Europe, 2024

Ranked "Band 2", *Employment*. One client says:
"Per Benonisen has strong and wide competence, is always available for discussions and delivers in a good timely manner."



The Legal 500, 2023

'Per Benonisen is very knowledgeable within his field of expertise and is a very good discussion partner. He is very responsive, and always reverts back immediately if there is an urgent matter.'



'Per Benonisen is very thorough, knowledgeable, accessible and flexible. He provides a good service and produces good results.'

Per er anbefalt innenfor *Employment* av The Legal 500, 2023.

Chambers & Partners
Europe, 2023

Per Benonisen has experience on a wide range of employment matters including acting on reorganisations



and redundancies. One client says: "*Per Benonisen is always dedicated and knowledgeable, and has a calm approach.*"

The Legal 500, 2022

'Per Benonisen is a very experienced lawyer, whom we have used for several years. He always gives advice which is commercial and correct. Great person and understands our business well.'



'Per Benonisen is a true expert, and he does not only handle the law issues, he handles the people concerned by it. Both sides of the table acknowledge his wisdom and ability to solve issues. He is extremely service-minded, and always available no matter how busy he is.'

Per er anbefalt innenfor Employment av The Legal 500, 2022.

Chambers & Partners
Europe, 2022

Per Benonisen heads the practice from the firm's office in Oslo and has experience on a wide range of employment matters including acting on reorganisations and redundancies. A client comments: "Per has business acumen, is efficient in solving matters and has an extremely pragmatic approach."



The Legal 500, 2021

Per er anbefalt innenfor Employment av The Legal 500, 2021.



Chambers & Partners
Europe, 2021

Per Benonisen frequently acts on reorganisations and redundancies. One client appreciates his "*very clear communication on complicated matters,*" adding: "*He sees the bigger picture, and really understands our business and how to create value. He is efficient and always approachable.*"



The Legal 500, 2020

Per Benonisen stands out with extremely good skill in labour law. He is well prepared and looks into all details that could create difficulties in the HR area. He is also willing to share his knowledge, so I'm well prepared in difficult situations. Per is the first person I call if I don't know the answer.



Per er anbefalt innenfor Employment av The Legal 500, 2020.

Chambers & Partners
Europe, 2020

Per Benonisen is highly active within the market, regularly advising on reorganisations and redundancies as well as employee contracts and regulations. A client says: "I'm impressed by his way of looking into details – but at the same time seeing the whole picture." Another client adds that he "has an enormous amount of competence in the field of employment law. He knows our company very well and is



honest and straightforward regarding the cases we come to him.

The Legal 500, 2019

DLA Piper 'goes above and beyond for its clients' and has 'a professionalism, attitude and thoroughness that makes it very trustworthy'. Practice head Per Benonisen 'brings a wealth of experience to every matter he works on'; he recently advised Spotify on its employment contracts and assisted Discovery Networks Norway with its reorganisation. Other key names include associate partner Gunn Kristin Olimstad and lead lawyer Kaja Kaarby, who has 'a 360 degree approach to matters and provides outstanding advice'.



Chambers & Partners Europe, 2019

Per Benonisen of Advokatfirma DLA Piper leads the firm's employment team and advises on employee training and contracts, as well as major reorganisations and related dismissals. One client notes: "I've learned a lot from working with him. He easily and quickly understands the issues and comes up with good solutions."



The Legal 500, 2018

DLA Piper leverages its global network to advise on cross-border assignments including reorganisations, international incentive schemes and TUPE issues. Practice head Per Benonisen and Gunn Kristin Olimstad are recognised for their reorganisation and collective redundancy work. Sony Music Entertainment Norway and Discovery Networks Norway are clients.



Chambers & Partners Europe, 2017

Several clients remark on their strong working relationships with Per Benonisen, with one appreciating that "he is really sincerely interested and engaged in everything that concerns our company and my role in the company. He has so much integrity doing his job that he goes the extra mile to support us in the very best way." His practice covers all areas of employment law, from advice on contracts and employee handbooks to large reorganisation and redundancy processes and TUPE regulations.



The Legal 500, 2017

DLA Piper regularly advises on cross-border mandates and has expertise in reorganisations as well as collective redundancies; practice head Per Benonisen advised Discovery Networks Norway on its reorganisation. Gunn Kristin Olimstad is recommended.



The Legal 500, 2016

DLA Piper regularly advises on cross-border mandates and has expertise in reorganisations as well as collective redundancies; practice head Per Benonisen advised Discovery Networks Norway on its reorganisation.



Chambers & Partners
Europe, 2016

Per Benonisen is a respected practitioner whose expertise includes corporate reorganisations and mass redundancies. He is also experienced in TUPE matters, regulatory issues, contracts and privacy issues. One client says: "I am confident in his judgement, so whenever I am in doubt as to how to handle a situation I appreciate his responses."



The Legal 500, 2015

DLA Piper workload ranges from ad hoc advisory work to high-level strategic support, often with an international angle. 'Extremely good' restructuring expert Per Benonisen heads the team.



Chambers & Partners
Europe, 2014

Clients enjoy working with Per Benonisen, who they describe as "full of energy: he digs into new areas when necessary and is extremely well prepared in court." Benonisen is also noted for combining business understanding with strong people skills.



Chambers & Partners
Europe, 2015

Per Benonisen is "very committed and good to work with. He never rests – if there's something outstanding he pushes to complete it," say clients. His broad range of expertise includes TUPE issues, contracts, disciplinary and termination matters and privacy issues.



The Legal 500, 2014

Led by Per Benonisen, DLA Piper's three-partner team handles contentious and non-contentious work for domestic and international clients including Aller Media, NCC Construction and Pfizer. Alongside Knud Knudsen, Benonisen successfully represented ESS Support Services against a claim made by two employees challenging the employer's right to move employees from one offshore installation to another. Annette Mittet Gjertsen is 'responsive and service-oriented'.



Fagområder



Arbeidsrett



Employment