



Info Sheet TUPE

TUPE is the set of government regulations designed to preserve an employee's rights, terms and conditions when a business and/or undertaking of a business is transferred to a new employer. Although the "Transfer of Undertakings Protection of Employment Regulations" has been in place for over 20 years now, they still produce a range of uncertainty. In fact, many employers are still unaware of TUPE's existence.

Under TUPE employees transfer to a new employer with full continuity of employment, guaranteed at the date of the transfer, and including all employment rights and contractual benefits.

How HR Advantage can help...

Managing a TUPE transfer successfully is usually a complex process for both companies. Getting it right ensures compliance with no intrusion, whilst getting it wrong can get both selling and buying companies involved in unnecessary and avoidable red tape.

At HR Advantage we have a wealth of TUPE experience across the UK and can help with all aspects of legislative requirements efficiently.

Features

- We offer practical advice and guidance to both the transferring and receiving company.
- We contribute best practise to all consultations.
- We develop and implement a framework that will ensure the transferred employees are successfully and fully integrated.
- We provide full advice and guidance, at all times, on the current TUPE legislation, and on any updates taking place during the project.
- We can develop effective integration/training programmes for implementation after employees have transferred.

Benefits

- We can deal with your requirements as a fully outsourced activity leaving both companies free to concentrate on the success of the business transfer.
- Our involvement also allows each company to continue trading until the last minute and then transfer with a minimum of disruption.
- Our knowledgeable project management ensures that you don't fall foul of governmental red tape.
- Staff at both companies are well supported during the transfer.
- Company culture clash is greatly reduced.

For further information on this topic or any of our other services please contact us by telephone on **+44 (0) 1494 451681** or via email at contact@hradvantage.co.uk