



TUPE
a Personal Perspective on
Best Practice

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The Four Steps for a successful outcome

- Statement of measures (Reg13 (2))
- Defining the consultation arrangements (Reg 13 (4))
- The terms and conditions matrix
- The Bundle

Statement of Measures

- Rights and Obligations
- Securing definition of impacted workforce
- Testing validity how members fell in scope
- Flushing out ETO
- Regulation 6 (1)

Defining the Consultation arrangements

- Rights and Obligations
- Single, Joint or Relay
- Avoiding the pitfalls

The terms and conditions matrix

	COMPANY A	COMPANY B
Bank Holidays	8 Days per year	Will Replicate
Company Sickness Provisions	PHI	Adopt Company B PHI provider
Death in Service	4 x salary for managers 3 x salary non-managers	Agreed 4 x for all transfers
Disciplinary Procedure	Rights of representation at fact finding via Collective agreement	Will transfer and be ring fenced
Grievance Procedure	Follows ACAS code of practice	Adopt Company B policy which is also ACAS code of Practice
Holidays	24 days at start of service, increase 1 day per year of service for 5 years	Company policy is flat 25 days, will replicate and ring fence for TUPE transfers
London weighting	£3200 p.a.	Will Replicate

The Bundle

- Authoritative source documentation
- Reference point for future collective bargaining
- Reference point for members in any future TUPE