

FURTHER DETAILS

TUPE WORKSHOPS – A PRACTICAL CASE STUDY BASED SESSION

THE CUSTOMER'S PERSPECTIVE

- The case study begins:

"The Managing Director believes that efficiencies can be made by appointing a contractor to deliver products to our customers rather than managing this process in-house especially as the Company will need to replace a number of vehicles in the near future which would involve considerable capital expenditure.

The Managing Director is also looking at arrangements with contractors for warehousing as the property lease for the warehouse site will be shortly coming up for renewal.

The Managing Director has asked you to manage the staff issues."

- We will be working through the case study which will conclude with a successful outsourcing of both the transport and warehouse functions.
- In particular we will be addressing the following issues:-
 - When do the Transfer of Undertakings Regulations apply?
 - Assessing your workforce – who transfers?
 - Preparing for a TUPE transfer.
 - Negotiating the transfer agreement
 - Informing and consulting
 - Providing Employee Liability Information
- Dealing with changes the contractor may wish to make post transfer.
- Dealing with employees who object to being transferred.

The workshops will be run with small groups of attendees providing you with an opportunity to ask questions and discuss issues.

FURTHER DETAILS

TUPE WORKSHOPS – A PRACTICAL CASE STUDY BASED SESSION

THE SUPPLIER'S PERSPECTIVE

- The case study begins:-

"The Company has decided to tender for a large contract to provide bespoke PR, marketing, business development and advertising services to a large group of companies. The proposed customer has informed us that it believes that approximately 30 members of its current workforce may be affected by the proposed outsourcing arrangements.

You are asked to manage the staff issues."

- We will be working through the case study which will conclude with the Company winning the contract and successfully managing the staff issues.
- In particular we will be addressing the following issues:-
 - When do the Transfer of Undertakings Regulations apply?
 - Assessing the customer's workforce – who will transfer?
 - Preparing for the transfer
 - Negotiating the transfer agreement
 - Which employee rights and obligations transfer?
 - Post-transfer issues
 - Redundancies
 - Unfair dismissal
 - Variations to terms and conditions of employment

The workshops will be run with small groups of attendees providing you with an opportunity to ask questions and discuss issues.