

Managing TUPE Transfers

Who Would Benefit

An HR professional who is planning or anticipating a TUPE transfer, or who would like to develop their knowledge and skills in managing transfers.

Course Overview

This interactive course will provide you with the knowledge and skills you need to recognise when TUPE applies; and how you can manage an efficient and effective transfer in a sensitive way. We will start the day by looking at the legal framework and in detail at which employees transfer and what transfers with them. We will consider the practical implications TUPE has on a business during and following a transfer and explore the communication and consultation necessary to ensure a smooth transition.

Course category:
Employment law for HR

Recommended no. of days:
1

Recommended delegate group size:
Up to 12


The Course Includes:

- When does TUPE apply?
- The legal framework
- Who and what transfers?
- When changes are needed
- Completing and supplying due diligence and 'employee liability information'
- Future planning
- Information and consultation
- Planning a consultation process
- Avoiding getting it wrong

Learning Outcomes

By the end of this workshop delegates will be able to:

- Describe the legal framework provided by TUPE and set out the practical implications for employers and affected employees.
- Identify the key milestones involved in a transfer of service to which TUPE applies.
- Show an understanding of the requirements for informing and consulting.
- Plan for the management of a project by identifying the key milestones, risks and stakeholders.

 talent@peopleplus.co.uk



www.pptalent.co.uk



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