



TUPE  
a Personal Perspective on  
Best Practice

Brian Healy  
CWU  
National Officer

# 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
<b>Bank Holidays</b>	8 Days per year	Will Replicate
<b>Company Sickness Provisions</b>	PHI	Adopt Company B PHI provider
<b>Death in Service</b>	4 x salary for managers 3 x salary non managers	Agreed 4 x for all transfers
<b>Disciplinary Procedure</b>	Rights of representation at fact finding via Collective agreement	Will transfer and be ring fenced
<b>Grievance Procedure</b>	Follows ACAS code of practice	Adopt Company B policy which is also ACAS code of Practice
<b>Holidays</b>	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
<b>London weighting</b>	£3200 p.a.	Will Replicate

# The Bundle

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