



# About the conference

The Transfer of Undertakings (Protection of Employment) Regulations, known as the TUPE Regulations, govern how workers are treated following the transfer of a business or a change in service provision. The original aim of the Regulations was to strengthen the rights of workers involved in transfers, providing them with continuity of employment and the same terms and conditions. But, 30 years after their introduction, the TUPE Regulations remain one of the more complex and difficult areas of employment law.

The Regulations have been amended and updated a number of times and the latest Regulations have been in force since 6th April 2006. Over the years, TUPE has been interpreted by the courts, both in the UK and in the European Court of Justice, and increasingly case law determines how the regulations are applied.

We want to help trade union reps find their way through the TUPE maze so this conference will provide an opportunity for you to update your knowledge, put your questions direct to TUPE experts, and have a foretaste of the Institute's new handbook on the TUPE Regulations.

Whether you want to improve your understanding of when TUPE applies, the implications for pensions, or the impacts on information and consultation rights and collective agreements – this conference will help.

The day will be led by Richard Arthur of Thompsons Solicitors – an acknowledged expert on the TUPE Regulations and author of the latest IER publication on TUPE. We will also have some real life practical experiences of TUPE from trade unions and other practitioners.

But mostly we will be relying on you – the delegates – to put your questions to the experts. Delegates will be asked to submit questions in advance and on the day, to ensure that the conference reflects real-life concerns.

TUPE is always an extremely popular IER event – we can only advise you to book early to secure your place.

To submit your question email [carolyns@ier.org.uk](mailto:carolyns@ier.org.uk) or post to IER Liverpool office, address overleaf, or go to website [www.ier.org.uk](http://www.ier.org.uk) TUPE conference page.

# Programme

- 9:45 Registration, Tea/Coffee
- 9:55 Welcome from Chair  
*Carolyn Jones, Director, Institute of Employment Rights*
- 10:00 When does TUPE Apply?  
*Richard Arthur, Thompsons Solicitors*
- 10:20 Effects on terms and conditions  
*Richard Arthur, Thompsons Solicitors*
- 10:40 Your pre-submitted questions and scenarios
- 11:10 BREAK
- 11:25 Information, consultation and other collective rights  
*Sampson Low, Policy Officer, UNISON*
- 11:45 Objections to transfer  
*Nerys Owen, Labour Research Department*
- 12:05 Questions and Discussion Session  
Your pre-submitted questions & scenarios
- 12.35 LUNCH (Not included)
- 01:35 TUPE in the workplace: best practice approaches  
*Brian Healy, Assistant Secretary, CWU Telecoms Department*
- 01:55 TUPE and Pensions  
*Christine Haswell, PCS National Bargaining, Pay and Pensions Department*
- 02:15 Unfair dismissal rights  
*Nerys Owen, Labour Research Department*
- 02:35 Questions and Discussion Session  
Pre-submitted questions and scenarios
- 3:05 Summing Up
- 3:30 Close