

# **Handling a TUPE transfer for a service provider**

## **Background**

Our client provides services to both commercial and domestic sectors, employing 43 staff. It successfully bid for a contract being outsourced by a large blue chip organisation. Transfer of Undertakings Protection of Employment regulations (TUPE) applied to the staff who transferred with the contract.

## **Problem**

- Our client's management did not have any experience of dealing with the complexity of TUPE regulations
- Only a small employer, they had to meet the requirements of a big blue chip organisation which had its own internal resources to support the transfer
- Our client had to integrate the new staff into the existing culture and ways of working whilst at the same time having to meet TUPE requirements to preserve existing contracts of employment

## **Outcome**

- Staff smoothly transferred to the client
- The new commercial contract was quickly up and running
- New staff successfully integrated with the existing workforce