



Expertise — September 2018  
Employment and Pensions  
TUPE toolkit



**Do you get the impression there is only one approach to TUPE? Do you know how to take advantage of recent case-law? We can show you creative solutions to TUPE challenges to give a better outcome for your business.**

We have a proven track record as market leaders advising on TUPE. At any one time we are advising on at least 20 transfers and over the years the Employment department estimates it has provided support on more than 1,375 transfers and related issues. We are all interested in TUPE, members of the team contribute to three text books on TUPE, and we regularly write and speak about TUPE.

We offer a commercial and pragmatic approach to TUPE which reflects our wealth of experience in this area.

**Strategic advice on bids**

Are you using the law to reduce your liabilities? What is worth arguing over? What can you ask for and what will be up for negotiation? We offer a fixed fee meeting with your business development, operational or HR teams to discuss your strategy on new work or new contracts.

This is provided for a fixed fee of £450 + VAT for a meeting in any of our UK offices of two hours.

**Manager's Guide to TUPE**

We can provide you with a Guide for your managers on TUPE setting out what they need to know, with practical guidance notes on each stage of the process.

We provide our training for a fixed fee of £450 + VAT.

**Training surgery**

Are you up to date on the new law on TUPE? Have you got practical questions about transfers you would like to ask? We provide your staff with training on all these issues using interactive training tools, giving them enough time to ask questions.

Our training will provide you with:

- sound working knowledge of TUPE

- a firm basis on which to build the TUPE process.
- an awareness of potentially problematic scenarios and the wherewithal to tackle them.
- an update on recent case law developments.

This is provided for a fixed fee of £550 + VAT for a half day training session + travel expenses.

**Standard document healthcheck**

We can check your standard documents or let you have standard documents dealing with your obligations to inform and consult and dealing with employee liability information for a fixed fee of £450 + VAT.

**TUPE and the workforce**

Do you have contracts that you might lose? If TUPE doesn't apply you will be left with redundancy costs. We can offer you a two hour meeting to discuss how to manage and mitigate risk in any of our UK offices for a fixed fee of £400 plus VAT.



Source: Fotolia

**Consultation Checklist**

We can provide you with a consultation checklist for a fixed fee of £150 + VAT.

**What is contractual?**

Employers taking on staff under TUPE inherit their terms and conditions of employment. We can advise what you can change and what you can't from their

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Trowers & Hamblins LLP  
3 Bunhill Row  
London  
EC1Y 8YZ  
  
t +44 (0)20 7423 8000  
f +44 (0)20 7423 8001  
  
[www.trowers.com](http://www.trowers.com)

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policies and procedure. Our charge for this is a capped fee of £750 + VAT.

We can provide all of the above as a full TUPE support package for £2500 + VAT.

#### **TUPE helpline**

We provide a helpline service to employers on employee related issues arising under TUPE, by a named group of solicitors in the employment team, to enable you to ask questions throughout the transfer. This is a service we usually provide for between £1000 and £3000 a month + VAT, subject to quotation.

#### **The contract**

We can provide advice on the contractual terms, warranties and indemnities, either on a light touch basis or giving you full legal support. Please contact our specialists to ask for a quote on this.

#### **Related issues**

We can provide you with advice on equal pay liabilities, changes to your staffing structure, trade union recognition, changes to terms and conditions and collective obligations to consult. We advise on what you can do to restructure your TUPE business while limiting your risks.

We have the expertise to deal with all your TUPE concerns and you can rest assured that our advice will always be practical and that we will achieve the outcomes you want.

#### **Join the discussion**

We have now started a LinkedIn forum: TUPE or not TUPE – please join.

We provide a monthly email briefing on changes to employment law and HR practice. To obtain a free subscription please email us at [hrlaw@towers.com](mailto:hrlaw@towers.com). Please quote ref. HRflyer.

We also tweet - [@TowersEmp](https://twitter.com/TowersEmp)

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For more information please contact

Emma Burrows  
Partner  
t +44 (0)20 7423 8347  
e [eburrows@trowers.com](mailto:eburrows@trowers.com)

Rebecca McGuirk  
Partner  
t +44 (0)121 214 8821  
e [rmcguirk@trowers.com](mailto:rmcguirk@trowers.com)

Helen Cookson  
Senior Associate  
t +44 (0)161 838 2081  
e [hcookson@trowers.com](mailto:hcookson@trowers.com)