



TUPE and Business Transfers

Buying a business might involve inheriting the business workforce and deciding what will happen to the employees needs careful thought.

Understanding when TUPE applies and what the employer's obligations are is important. TUPE makes consultation with the employees a key part of the process. It is not only employees of that the business being sold that must be consulted but also the employees of the buying business if they will be affected.

TUPE does just not apply to business sales. It also might apply when one business wins a contract or piece of work from another business. The business winning the work might be obliged to take the employees from the other business which was previously carrying out that work.

Much depends upon the facts of each case and if you have concerns about a TUPE transfer, please get in touch.

Employment Services

- Employment contracts, handbooks and policies
- Disciplinary issues and grievances
- Compromise agreements
- Unfair dismissal
- Redundancy
- Discrimination and whistle-blowing
- TUPE and business transfers

For further information on our Employment Services please contact:

Paul Hatton
Partner

E: empls@dootsons.co.uk
T: 01942 673431
www.dootsons.co.uk