TUPE (Transfer of Undertakings) Policy

DISTRIBUTION

This TUPE (Transfer of Undertaking) Policy is communicated to all employees. A copy is available at the Head Office, held in the sites folder, and published on the internal company shared drive. All employees are encouraged to read it and communicate any queries to a Director.

REVISION HISTORY

Issue Number	Review Date	Changes	Signed
01	22/09/2023	Original version (draft)	
01	22/09/2023	Signed off	
01	20/09/2024	Review	
01	19/09/2025	Review	
02	20/05/2026	Address Updated	
02	18/09/2026	Review	

This company fully recognises and abides by the legislation surrounding TUPE and if it became the case that this business is transferred to another or vice versa the company will follow the letter of the law.

The following will automatically be taken over by the new employer:

- Contract of employment.
- The rights and obligations arising from these contracts.
- The rights and obligations arising from the relationship between the transferor and the employees working in that undertaking.
- Any existing collective agreements.
- Employees who are employed by the employer at the time of transfer.
- Automatically become employees of the new employer, as if their contracts of employment were originally made with the new employer.
- Have their service counted as continuous from the date of which employment commenced (with the first employer).

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- The company will cooperate fully in the exchange of information to provide a smooth transfer and also that they will assess the training needs and provide any training which may be identified within a reasonable timescale. This company will ensure that any such transition will occur with the minimum of disruption and inconvenience to employees.

- Screening will be completed in full as per BS7858. Where appropriate, induction training will be given.

Managing Director

Name: DANISH IFTIKHAR

Sign: 

Dated: 22/09/2023