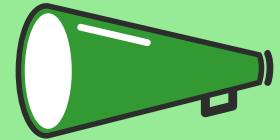




TUPE THE TRANSFER OF UNDERTAKINGS (PROTECTION OF EMPLOYMENT)



KEY FACTS

- TUPE protects your working rights when you transfer to your new employer.
- Your employment terms and conditions should be protected under TUPE even if you are employed by a company that provides services to another company under a contract.
- If you are involved in a transfer that is covered by TUPE, you should be guaranteed that your job and employment terms and conditions (apart from occupational pension schemes) transfer over.

FAQS

I think I've been unfairly dismissed during a recent transfer of ownership. What can I do?

If you feel you have been unfairly dismissed because of a transfer, you should raise the matter using your employer's internal procedures. If this doesn't resolve the issue, you have the right to complain to an employment tribunal if you've been employed continuously for two years (or one year in Northern Ireland) or more, including time employed both by the transferor and transferee (if you transferred). You should be aware that strict time limits apply for bringing a claim (3 months less one day from the date of dismissal or 3 months exactly in Northern Ireland). Engaging in an internal procedure does not extend time for bringing a claim.

Will TUPE protect me from being made redundant?

Both TUPE and TUPE+ protect employees from dismissal if this happens because of the transfer, unless there is an economic, technical or organisational reason entailing changes in the workforce. Contact your UNISON rep or call UNISONdirect on freephone 0800 0 857 857.

WHERE CAN I FIND OUT MORE?

You can find out more at

<https://www.unison.org.uk/get-help/knowledge/contracts/tupe/>

Three simple ways to join UNISON today and get essential cover wherever you work



Join online at
[joinunison.org](https://www.unison.org)



Call us on
0800 171 2193



Ask your UNISON rep
for an application form