



## TUPE TRANSFER POLICY

NWH Group Limited  
Reviewed- January 2026

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Transfer of Undertakings (Protection of Employment) Regulations (TUPE) People Policy

### 1. Purpose:

The purpose of this policy is to outline the procedures and principles that will be followed in the event of a Transfer of Undertakings (Protection of Employment) (TUPE) to ensure compliance with UK legislation and to safeguard the rights and well-being of employees during the transfer process.

### 2. Applicability:

This policy applies to all employees affected by a TUPE transfer within the NWH Group.

### 3. Legal Framework:

The company is committed to complying with the Transfer of Undertakings (Protection of Employment) Regulations 2006 and any subsequent amendments. All relevant legal obligations will be met to ensure a fair and transparent transfer process.

### 4. Information and Consultation:

- a) The company will provide timely and accurate information to affected employees about the impending transfer, including reasons for the transfer, the legal, economic, and social implications, and any measures envisaged concerning employees.
- b) Consultation with affected employees and their representatives will take place in accordance with legal requirements.

### 5. Terms and Conditions:

- a) Employees will maintain their existing terms and conditions of employment post-transfer.
- b) Any proposed changes to terms and conditions will be discussed and agreed upon through consultation in compliance with legal requirements.

### 6. Employee Representatives:

- a) Employee representatives, where applicable, will be elected or appointed to represent the

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interests of affected employees during the transfer process.

- b) The company will engage in meaningful consultation with employee representatives and provide them with the necessary information.

### 7. Communication:

Effective communication channels will be established to keep all employees informed throughout the TUPE process. Regular updates will be provided to address concerns and ensure transparency.

### 8. Training and Support:

- a) Employees will be provided with relevant training and support to adapt to any changes resulting from the TUPE transfer.
- b) Adequate measures will be implemented to ensure the well-being of employees and minimise any potential negative impact on their working conditions.

### 9. Redundancy:

In the event that redundancies are necessary, the company will follow legal procedures, including consultation and offering appropriate support to affected employees.

### 10. Continuous Improvement:

This policy will be regularly reviewed to ensure it remains compliant with current UK legislation and best HR practices. Feedback from affected employees will be considered for continuous improvement.

### 11. Grievance Procedure:

A grievance procedure will be in place to address any concerns or disputes arising from the TUPE transfer. Employees are encouraged to raise issues promptly, and the company will work to resolve them in a fair and timely manner.

Signed:

Date: 15/01/2025

Gavin Money

Managing Director

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