

The conference will be of great interest to trade unionists, employment lawyers, academics and students.

To reserve your place, complete the form below and send your cheque, made payable to IER, to Institute of Employment Rights, 4th Floor, Jack Jones House, 1 Islington, Liverpool, L3 8EG, or book online at www.ier.org.uk/events or email carolyns@ier.org.uk

This conference counts for 3 credit hours under the Law Society's Continuing Development Scheme and the General Council of the Bar's New Practitioners' Programme and Established Practitioners' Programme.

Details of nearby hotels are available from the office. Name changes are accepted up until the time of the event. Delegates who advise IER of their cancellation more than 15 working days in advance will receive a credit note with 10% deduction for administration.

Nearest Tube is Holborn. From Euston station, bus 188 to North Greenwich and alight at Southampton Row.

IER subscribers and members £75.00
Trade unions £90.00
Commercial £220.00
The cost of the conference does not include lunch.

Please reserve__ places at the London TUPE Conference, 13th February
2013 at £__ each

Name

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TUPE Update 2013

**A one day conference
Wednesday 13th February 2013,
9.30am to 3.45pm
Diskus Room, UNITE,
128 Theobolds Road,
London WC1X 8TN**

 #iertupe
London



**Organised by
The Institute of
Employment Rights**

About the conference

The Transfer of Undertakings (Protection of Employment) Regulations, known as the TUPE Regulations, govern how workers are treated following the transfer of a business or a change in service provision. The original aim of the Regulations was to strengthen the rights of workers involved in transfers, and provide them with continuity of employment and of terms and conditions. But, as the government embarks on a comprehensive review of employment law including information and consultation rights, TUPE Regulations and collective redundancy rules, the hard-fought rights of workers look set to be weakened further.

The government's call for evidence on TUPE closed in January 2012 and BIS (the Department for Business Innovation and Skills) said that if the evidence indicates a call for changes to the Regulations, they will hold further consultations later in the year. Past experience suggests that the consultation will be framed in terms of the requirements of business and profits – rather than the protection of workers' terms and conditions.

Over the years, TUPE has been interpreted by the courts – both in the UK and in the European Court of Justice (recently renamed the Court of Justice of the European Union – CJEU) and increasingly case law determines how the Regulations are applied. The Supreme Court has recently referred a case taken by UNISON – Parkwood Leisure Ltd v Alemo-Herron – to the CJEU. This case began in 2002 when staff of Lewisham Borough Council had their contracts TUPE transferred to CCL Limited and then again in May 2004 to Parkwood Leisure Limited. Staff were initially awarded pay increases in line with the NJC pay settlements but when a new NJC collective agreement took effect in 2007, Parkwood refused to pay up. The outcome of the CJEU case is likely to have significant impact on the future interpretation of TUPE Regulations in the UK.

This conference will provide the latest information on the interpretation of TUPE Regulations both in the UK and in Europe and an opportunity to share information, strategy and tactics across unions and industry sectors. Our TUPE experts – both legal and trade union – will provide the latest information on government consultations on TUPE, information and consultation and collective redundancies.

Whether you want to assist your members through the TUPE maze, improve your understanding of the implications of recent court cases, or hear expert opinion on forthcoming government consultations – this conference is the go-to event of 2013.

Programme

- 9.30 Registration
- 9.45 Welcome from Chair, *Carolyn Jones, Director of IER*
- 9.50 When does TUPE apply? The complexity of a simple question
Richard Arthur, Thompsons Solicitors
- 11.00 Questions and discussion
- 11.30 BREAK
- 11.45 Case law precedents: the implications of Parkwood Leisure Ltd v Alemo-Herron
Damian Brown, QC Littleton Chambers
- 12.15 Questions and discussion
- 12.30 LUNCH
- 1.30 Choose one of the following workshops
 - A: Applying case law in your workplace
Shantha David, UNISON Legal Officer
 - B: Leading members through the TUPE maze
Brian Healy, CWU
 - C: Pre-Transfer: the benefits of effective engagement
Dave Johnson, UNISON
- 2.30 Workshop Feedback
- 3.00 TUPE: a view from the TUC
Hannah Reed
- 3.30 Questions and discussion
- 3.45 Close