

Employee Relations case study

Variation of terms and conditions of employment following TUPE



Viridian HR worked with a Residential Care Homes group employing 1200 staff across the UK.

Challenges

Our client's goal was to vary the terms and conditions of employment of 200 of their employees across 5 sites. This was to be achieved in the context of heavy post-TUPE legislation and the involvement of two Unions: Unison and GMB.

What we did

At the start of the project we carried out some financial and legal risk analysis to better inform the business in its decision. We also suggested alternative options for the Senior Management Team to consider.

Once the best way forward was validated we then devised a comprehensive project plan, drafted all the documents and templates to be used throughout the project and chaired formal individual and collective meetings.

Throughout the project, our Consultant held regular project updates with the Owners Chief Financial Officer, Chief Operating Officer and Business Partner to inform, advise on risks and agree next steps with staff and in Union negotiations. Our Consultant also kept staff and representatives informed every step of the way to achieve a good outcome for all and avoid unnecessary tensed relationships.

Results

- Our Client saved a substantial amount of money
- 98% of the consulted employees signed the new terms
- No employee put in a claim at an employment tribunal
- No strike took place and the level of care for their clients was maintained