

# TUPE MEASURES LETTER

To: \_\_\_\_\_

From: \_\_\_\_\_

## **Subject: Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE)**

This letter sets out the measures and information relating to the transfer of undertakings under the TUPE Regulations applicable to the business transfer between the parties. This communication is intended to ensure compliance with all statutory obligations and to provide necessary details for employees affected by the transfer. The following points cover the principal aspects of the TUPE transfer and the actions required by both parties.

### **1. Employee Liability Information**

The current employer shall provide the transferee with comprehensive employee liability information in compliance with Regulation 11 of the TUPE Regulations, including but not limited to the identity, age, and particulars of employees assigned to the undertaking, details of disciplinary actions, grievances, and any legal actions involving employees. This information shall be provided in writing and with reasonable notice prior to the transfer.

### **2. Employee Rights Preservation**

All employees employed immediately before the transfer shall have their existing contracts and terms and conditions preserved by the transferee under TUPE Regulations. Any amendments to contracts post-transfer shall comply with applicable employment law and collective agreements, ensuring no detriment arising solely from the transfer.

### **3. Consultation and Information Sharing**

Both parties commit to engaging in timely consultation with employee representatives or trade unions regarding the transfer, any proposed measures affecting employees, and to provide adequate information to enable meaningful dialogue.

### **4. Measures Affecting Employees**

Any intended measures by the transferee impacting employees (e.g., changes to terms, redundancies) shall be subject to consultation obligations set out under the TUPE Regulations and relevant employment laws.

### **5. Liability for Employment Claims**

Liabilities for employment-related claims arising prior to the transfer shall rest with the transferor, and those arising post-transfer shall rest with the transferee, in accordance with statutory provisions.

### **6. Data Protection and Confidentiality**

All personal data shared in relation to employees shall be handled in compliance with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018. Confidentiality obligations regarding employee information shall be maintained.

### **7. Indemnities and Warranties**

The transferor warrants that all employee information provided is accurate and complete to the best of its knowledge. The transferor agrees to indemnify the transferee against any losses, claims, or liabilities arising from inaccuracies or omissions.

**8. Post-Transfer Employment**

The transferee agrees to honour any existing collective agreements and employee benefits unless otherwise lawfully amended.

**9. Dispute Resolution**

Any disputes arising in connection with the TUPE transfer shall initially be addressed through negotiation between the parties. If unresolved, disputes shall be referred to mediation or arbitration before resorting to litigation.

**10. Legal Compliance**

Both parties shall comply with all applicable UK employment laws and regulations throughout the transfer process and afterwards.

**11. Entire Agreement**

This letter constitutes the entire understanding between the parties regarding TUPE measures and supersedes any prior communications or agreements on this subject.

**12. Governing Law and Jurisdiction**

This letter and any related matters shall be governed by and construed in accordance with the laws of England and Wales. The parties submit to the exclusive jurisdiction of the courts of England and Wales.

**SIGNED FOR AND ON BEHALF OF THE TRANSFEROR SIGNED FOR AND ON BEHALF OF THE TRANSFEREE**

Signature: \_\_\_\_\_

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Name: \_\_\_\_\_

Position: \_\_\_\_\_

Position: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Original source of this document:

<https://legaltemplates-uk.com/tupe-measures-letter/>

Did you find this template helpful?

Find more updated templates at:

<https://legaltemplates-uk.com/>

[View more templates](#)

This template is intended exclusively for personal, non-commercial use.  
If distributed or published, the source must be mentioned.

This template is provided for guidance only and does not constitute legal advice.  
It is recommended to consult a legal professional for each specific case.