

# Experienced direction through a seamless transfer



## Our successes

Blue Arrow Managed Services have experience of working for clients and managing the TUPE transfer process on their behalf. Turn over to find out how we successfully transferred:

- ▲ 1132 workers at Airbus UK, Broughton
- ▲ 128 workers from a 20-year-long supplier at BMW Bracknell

Blue Arrow Managed Services have the experience to seamlessly transfer all or part of a large workforce. Our confident and thorough approach will ensure you don't get lost in the TUPE process or suffer from losses in skills or productivity.

## What is TUPE?

The Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) aims to protect the continuity of employment and terms and conditions of those employees in a relevant transfer situation.

If you wish to outsource some or all of your staff or move from one recruitment agency to another you may need to engage with the TUPE Regulations.

## When does TUPE apply?

Subject to certain conditions, TUPE applies:

- ▲ when a workforce, or part of one, is transferred to a new employer; or
- ▲ when a service provision change takes place. This is when a new contractor is chosen to take on a contract to provide a service for a client from the old contractor.

TUPE aims to protect workers but does provide for some limited opportunities to vary the terms and conditions of employment, based on economic, technical or organisational (ETO) reasons.

we work for you

Managed Services

blueArrow

# 1132 workers successfully transferred at Airbus

Airbus worked with their previous recruitment supplier for over seven years. They needed the reassurance that a change to a strategic recruitment partner, and ensuing TUPE transfer, would be managed smoothly and professionally.

Blue Arrow Managed Services were chosen by tender process to transfer the existing employees from the incumbent supplier, improve the existing on-site managed service from the start of the contract and work within the existing Tri-Partite agreement between Airbus, the on-site trade union representatives and the recruitment supplier.



“ One of the determining factors in selecting Blue Arrow Managed Services as our complementary labour force supplier, was the confidence they generated in their ability to manage the TUPE process for the 1132 workers affected at the time of transfer. This was delivered as a result of consulting with the trade union representatives and continuous communication to the personnel affected. The output from the complementary workforce was maintained and no individual left as a result of the transfer. ”

Isobel Howell  
Resource Planning Manager  
Airbus UK, Wing Centre of Excellence, Broughton

## Our key results were:

- ▲ TUPE transfer of all 1132 existing employees within a 45 day consultation period
- ▲ A successful consultation resulting in all workers changing from fixed term and open ended contracts to a revised permanent contract with Blue Arrow Managed Services
- ▲ Ensuring Blue Arrow Managed Services employees are employed on identical basic terms and conditions as the Airbus permanent workforce
- ▲ Trade union involvement and agreement throughout the transfer process

## The key benefits to Airbus were:

- ▲ Smooth transfer with little impact on productivity and no loss of experienced and trained staff
- ▲ Decreased risk as the complementary labour workforce are employed and performance managed by our HR professionals
- ▲ Gains from our extensive recruitment and human resource management experience

# Transfer from long term supplier at BMW

BMW Bracknell had a 20 year-long relationship with their incumbent recruitment/logistics supplier. It was decided that in the interests of their long-term plans, a strategic human resources partner was needed to provide the experience of managing staff in a rapidly changing legislative environment.

Blue Arrow Managed Services were chosen to undertake this task for the parts and warehousing facilities, leaving the current supplier to manage logistics. BMW's trust was gained by spending a lot of time detailing a full implementation and risk management plan.

## Our key results were:

- ▲ Active consultation and involvement with the incumbent supplier and the 128 affected staff, some of whom had worked on-site for over 20 years
- ▲ Management of the consultation process to successful conclusion within the client's deadline of less than the 90 day statutory period
- ▲ Provision of a specialist CIPD qualified HR Manager to facilitate the transfer and provide an on-going dedicated workforce management solution

## The key benefits to BMW were:

- ▲ Fully managed risk throughout the transfer process and protected employment terms for the 128 affected staff
- ▲ Removal of liability through outsourced and bespoke on-site HR Management
- ▲ Reduced costs through the new employment arrangements.

“ We had a long business relationship with our previous supplier to our warehousing and parts division. When the decision was made to look towards a new human resources partner we knew that we needed a company with the appropriate experience to reassure us that they could manage the job. I was impressed with Blue Arrow Managed Services throughout the transfer process and continue to enjoy working with them today. ”

Mark Phillipps  
Parts Distribution Manager  
BMW Bracknell



# A name you can trust

Blue Arrow Managed Services deliver strategic and effective end-to-end large volume recruitment and workforce management solutions from your place of work. We work in partnership with clients including Airbus, BMW, Capita, Centrica and Toyota.

We are a division of Blue Arrow UK, which was founded almost 50 years ago and is today one of the largest recruitment agencies in the United Kingdom. We are long standing members of the Recruitment and Employment Confederation and have achieved Investors in People and ISO 9001:2000 accreditation.

## Our services include:

- ▲ On-site managed services
- ▲ Master vendor solutions
- ▲ Permanent recruitment
- ▲ Recruitment process outsourcing
- ▲ Outplacement and redundancy management
- ▲ Consultancy

## We can support these with:

- ▲ TUPE transfer of all or part of a workforce
- ▲ HR management of staff
- ▲ Supplier change management
- ▲ Recruitment agency rationalisation
- ▲ Standardised agency margins and service
- ▲ High volume bespoke recruitment and selection campaigns
- ▲ Sickness absence reduction
- ▲ Candidate retention techniques
- ▲ Employment risk mitigation
- ▲ Payroll and invoicing
- ▲ Transparent open book pricing

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