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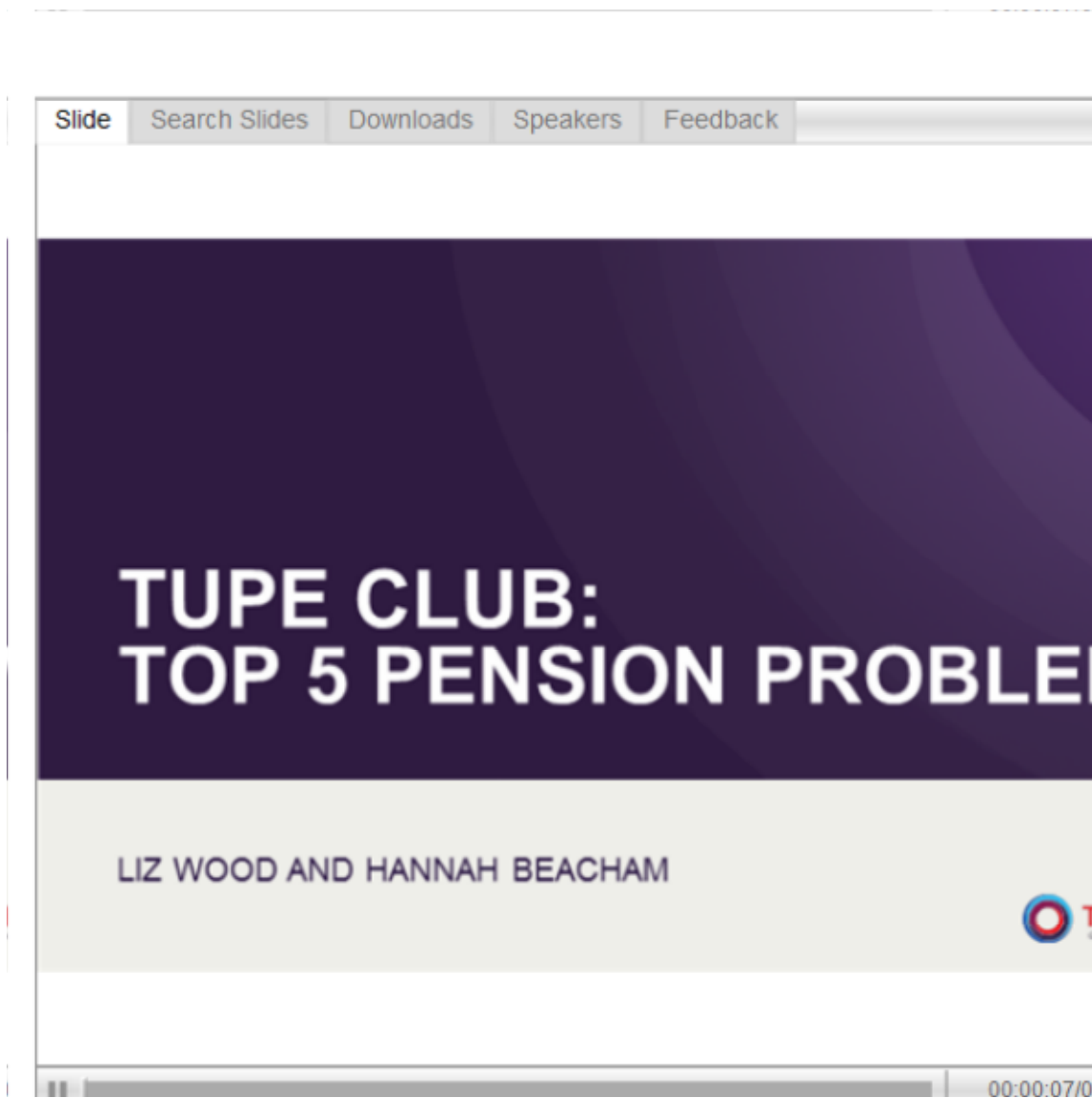
TUPE & PENSIONS - THE TRICKY ISSUES 2018

23 November 2018

On-demand webinar

This TUPE Club webinar answers five pension related questions which often cause headaches on transactions and outsourcings:

1. Pensions don't generally transfer under TUPE, so what do you have to do about them?
2. What's the difference between an occupational and a personal pension scheme and why does it matter on a transfer?
3. When might the 60 day pensions consultation obligations apply to post-transfer pension changes?
4. What are the issues with "buying-out" (settling) Beckmann rights or other tricky pension benefits?
5. What is protected person status and when do you need to worry about it?



The screenshot shows a presentation slide with a dark purple background and white text. The title is 'TUPE CLUB: TOP 5 PENSION PROBLEMS'. Below the title, the speakers are listed as 'LIZ WOOD AND HANNAH BEACHAM'. There is a small logo in the bottom right corner of the slide. The slide is displayed in a window with a navigation bar at the top containing 'Slide', 'Search Slides', 'Downloads', 'Speakers', and 'Feedback'. A progress bar at the bottom of the window shows the time '00:00:07/00'.

Transcript



Siobhan Bishop: Hello and welcome to this Gowling WLG TUPE Club webinar on TUPE and Pensions.

I am Siobhan Bishop from the Employment, Labour & Equalities Team and I am joined today by Liz Wood, who is a Director, and Hannah Beacham, a Principal Associate, and they both specialise in the tricky crossover of pensions and employment and are part of our unique Combined Human Resources Solutions Team.

Today's webinar will last for about one hour in total and we have dedicated the whole session to TUPE and pensions for employers and some of the most common pension issues on a TUPE transfer.

So, I'll now hand over to Liz who's going to introduce those Top five tricky pensions and TUPE issues that we're covering today.

Liz Wood: TUPE is not a straightforward topic on its own. Dealing with the automatic transfer of employees and their contracts of employment, and any rights or liabilities associated with them can be painful enough at times.

And then pensions are thrown into the mix. And of course, pensions are not always everyone's favourite topic. Often pensions come with a great deal of jargon, complexity and mysticism.

But fortunately for you, Hannah and I both like TUPE and pensions and we spend a lot of time working on them. So today we're here to demystify some aspects. We can't promise to categorically put every pensions and TUPE question to bed, but we do promise to explain some common issues and offer some solutions for the more complex areas.

So - here are our top five pensions problems - for today's webinar at least.

1. Pensions don't generally transfer under TUPE, so what do you have to do about them?
 2. What's the difference between an occupational and a personal pension scheme and why does it matter on a transfer?
 3. Is both pensions and TUPE consultation needed?
 4. What are the issues with "buying out" (settling) Beckmann rights or other tricky pension benefits?
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