

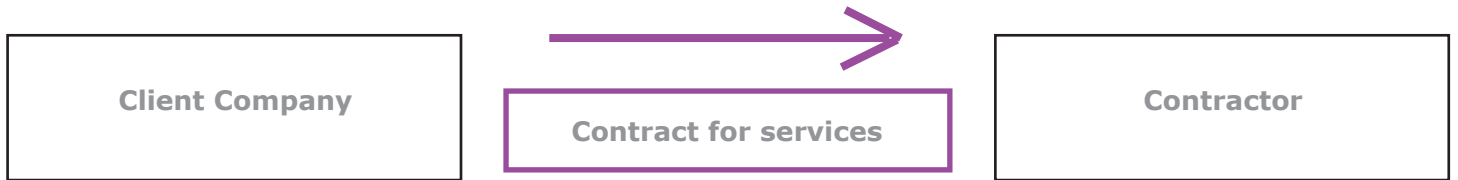
# TUPE -WHEN DOES SERVICE CHANGE PROVISION APPLY?

A service provision change occurs when there is reassignment or transfer 'in-house' of a sub-contract where a client has engaged with a contractor to do work on its behalf.

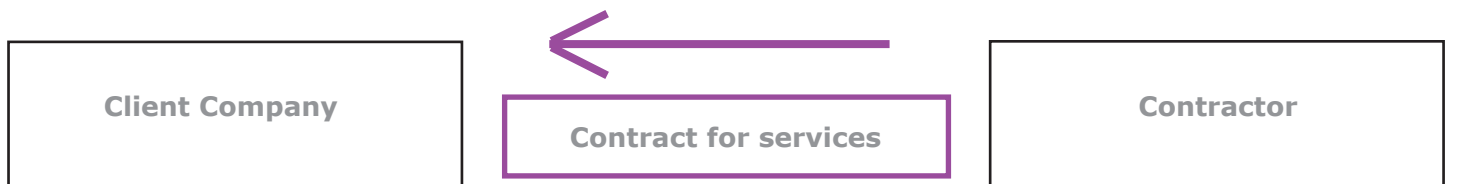
Where a service provision change has occurred, the employment contracts of those employees who were assigned to providing those services, will automatically transfer to the new supplier of those services under the existing terms.

The definition of service change provision under TUPE covers the following changes.

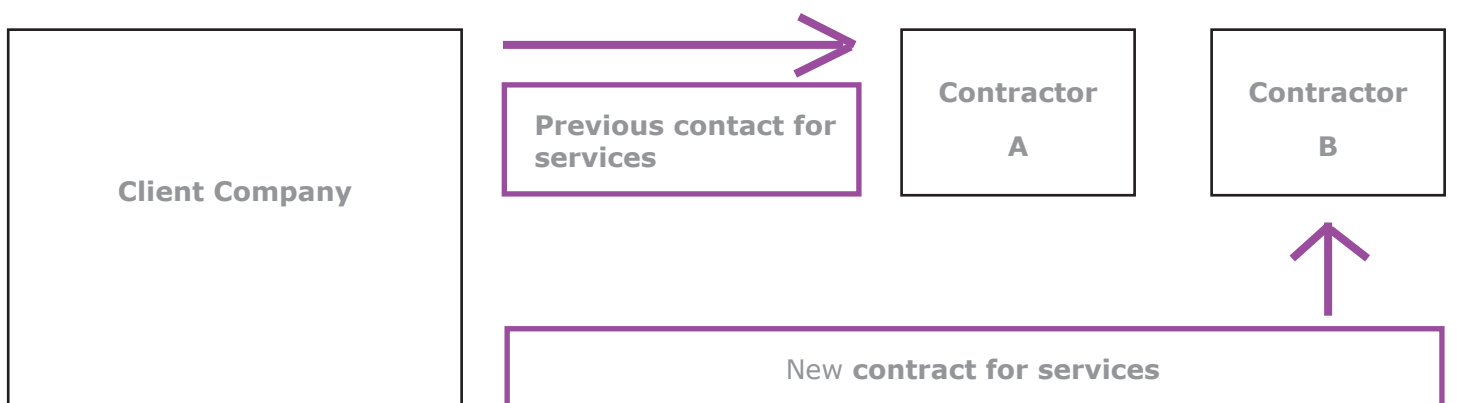
**Outsourcing**- Activities that were previously carried out by a company in-house are contracted out;



**In-sourcing**- Activities that were previously subcontracted out are brought in-house;



**New Contractor** - Activities that were carried out by one contractor are transferred to another sub-contractor.



TUPE will not generally apply where there is a one-off provision of services for a short duration or a supply of goods for a client's use.