

Staff Integration & TUPE Journey Framework

UNDERSTANDING			BELONGING					THRIVING	
<p>"I feel anxious and confused. Who are Good Eating Company? Will they want me? Will I fit in?"</p> <p>"I know about Good Eating Company and understand what is happening."</p>			<p>"I feel more comfortable. I seem to be values. I like the culture." "I am comfortable. I feel valued. I have the tools to do my job. I feel at home." "I understand my purpose. I have lots of opportunity to learn and grow in my new home."</p>					<p>"I have a positive future GEC & ARUP feels like a great fit and I love my new home."</p>	
1. TRADE UNION ENGAGEMENT	2. TOWN HALL MEETINGS	3. COMMS SUPPORT	4. INDIVIDUAL MEETINGS	5. WELCOME PACKS	6. PRE START UP INFORMATION	7. FIRST DAY	8. INDUCTION	9. LEARNING	10. DEVELOPMENT
Relationships formed		Dispersed demographic	You matter	Welcome to the GEC family	As relevant to the role	Introductions	Specific to role	Skills assesment	Relevant to the role
Collective consultation	Engaging	Keeping in the loop	All employees	Things you need to know	Brand, uniforms, and tools	H&S brief	Culture and values driven	Learning and development plan	Driven by appraisal
Plan for future relationship	Culture and values driven	Feedback loops	Individual Suport		Buddies	First day brief	Diversity and inclusion	Appraisal/job charts	Succession planning
	GEC X ARUP Q&A session		HR Systems		Day 1 structure	Takeaways	HSEQ		
	Check vetting status (undertake for new staff)				Key Contacts		Systems and process		
	Takeaways						Contact deliverables		
							Value Proposition		

PROACTIVE ENGAGEMENT WITH NEW TEAMS

Our proven track record of delivering TUPE transfer ensures that new employees feel comfortable about their change of employer throughout the process.