

Transfer of Undertakings (Protection of Employment) (TUPE)

The below document provides additional information related to TUPE to support organisations bidding to deliver the national Jobs Guarantee in one of the areas covered by phase one of the Jobs Guarantee. This is only relevant for delivery areas which overlap with a phase one delivery areas - [\[CLOSED\] Phase One Delivery Area Heat Maps - GOV.UK](#).

These delivery areas for national roll out are:

- North and East Scotland
- South and West Scotland
- Wales
- Greater Manchester
- Birmingham, Solihull and Coventry
- East Midlands
- Hertfordshire and Essex

There are no TUPE impacts for any of the other 18 delivery areas related to the transfer from phase 1 to national roll out.

Organisations bidding to deliver in any of the 7 national Jobs Guarantee Delivery Areas which are covered by a phase one area, will need to consider if TUPE would be relevant, and if so if there are any implications for the costs included in their Grant Cost Register or for their delivery plan. The below information is provided to support that assessment.

DWP has obtained anonymous staffing information from the current Delivery Partners. DWP provides this information in good faith. However, DWP makes no warranty, representation, or guarantee as to the accuracy, completeness, or currency of this information. Grant applicants are advised to conduct their own due diligence, make their own assessments, and seek independent professional legal advice regarding the application and in particular (without limitation) TUPE, tax and subsidy control.

The grant applicant acknowledges that it assumes full responsibility and liability for all costs, claims, liabilities, and obligations associated with transferring employees. The grant applicant must ensure all TUPE-related costs are factored into their final grant application. DWP shall not be liable to the grant applicant for any loss, damage, or claim arising from any inaccuracies, omissions, or misstatements in the TUPE data provided.

Phase 1 of the Jobs Guarantee started delivery in April 2026, last job starts will conclude by 31 October 2026, last funded employment will conclude by 30 April 2027, grant funding period will conclude by 31 July 2027.

Scotland - North and East Scotland, and South and West Scotland

Phase one of the Jobs Guarantee is currently being delivered in South Scotland. This phase 1 delivery area cuts across the two national Jobs Guarantee delivery areas.

The current Delivery Partner that TUPE will not apply to any of the staff they are utilising on Jobs Guarantee Phase 1

Wales

Phase 1 of the Jobs Guarantee is currently being delivered in South Wales. The national Jobs Guarantee delivery area covers the entire phase 1 delivery area, as well as the rest of Wales.

The current Delivery Partner has informed us that they expect the following staff will be covered by TUPE.

Roles: X2 Job Coach

- x 1 Job Coach - East Wales
- x1 Job Coach - West Wales

Working hours: Monday – Friday 9.00am – 4.30pm (30 minute lunch break)

Salary banding: £25,200 to £26,780

Greater Manchester

Phase 1 of the Jobs Guarantee is currently being delivered in Greater Manchester. The Phase 1 delivery area aligns with the delivery area for the national Jobs Guarantee.

The current Delivery Partner has informed us that they expect the following staff will be covered by TUPE.

X 1 Service Manager

X 2 Admin / Project Coordinator

X 3 Employer Engagement Consultants

X 7 Employment Advisors

Service Manager

Salary bracket: £38,305.78 – £57,459.76

Admin / Project Coordinator

Salary bracket: £25,977.33

Employer Engagement Consultants

Salary bracket: £25,977.33 – £39,592.10

Employment Advisors

Salary bracket: £25,977.33 – £36,905.83

Birmingham, Solihull and Coventry

Phase 1 of the Jobs Guarantee is currently being delivered in Birmingham and Solihull. The national Jobs Guarantee delivery area covers the entire phase 1 delivery area, as well as Coventry.

The current Delivery Partner has informed us that they expect the following staff will be covered by TUPE.

Role	Headcount	Area of delivery	Hours	Salary
Career Coach	8	Wrap around	37	£ 32,000.00
Facilitator	1	Wrap around	37	£ 28,000.00
Compliance & Admin Officer	1	Admin	37	£ 28,000.00

East Midlands

Phase 1 of the Jobs Guarantee is currently being delivered in the East Midlands. The Phase 1 delivery area aligns with the delivery area for the national Jobs Guarantee.

The current Delivery Partner has informed us that they expect the following staff will be covered by TUPE.

Eligible for TUPE

	Role	Hrs	Salary Level
1	Head of Delivery	37.5	£55k - £64k
2	Employer & Partnership Manager	37.5	£52k - £55k
3	Employer Advisor	37.5	£32k - £36k
4	Employer Advisor	37.5	£32k - £36k
5	Finance Administrator	37.5	£30k - £31k
6	Employment Advisor	37.5	£30k - £31k
7	Employment Advisor	37.5	£30k - £31k
8	Employment Advisor	37.5	£30k - £31k
9	Employment Advisor	37.5	£30k - £31k
10	Trainer	37.5	£30k - £31k
11	Trainer	37.5	£30k - £31k

Hertfordshire and Essex

Phase 1 of the Jobs Guarantee is currently being delivered in Hertfordshire and Essex. The Phase 1 delivery area aligns with the delivery area for the national Jobs Guarantee.

The current delivery partner has informed DWP that TUPE would not apply to their staff.