



Employee representatives training – collective consultation

TUPE, redundancy and changing terms and conditions

The Employment Rights Act 2025 significantly tightens collective consultation rules, with one major change taking effect from April 2026. Maximum protective awards for failing to consult properly with employee representatives will double from 90 to 180 days' actual pay per affected employee - substantial financial exposure for any employer undertaking workforce restructuring or outsourcing.

Further changes are expected in 2027, including a new "organisation-wide" threshold requiring consultation for large-scale, multi-site redundancies, even where no single site reaches the current 20-person trigger. This means employers will no longer be able to avoid consultation obligations by spreading redundancies across multiple smaller sites.

Getting collective consultation right is critical. Well-trained employee representatives are invaluable to a smooth process and mitigate risk of challenge and claims from the outset - whether for TUPE transfers or redundancy exercises.

Our training session

If you are planning large-scale organisational change, consider training your employee representatives, using external legal expertise. This training support will help them understand the process and be able to fulfil their role effectively, in turn making the process easier and smoother for the employer organisation.

Our course includes guidance on:

- Understanding the legal framework
- The role of the representative
- Practical tips for success.

Format and Delivery

- Style of delivery: Practical, interactive, plain English, with a focus on next steps on the ground
- Format of delivery: Online or in-person, either on site or at our offices
- Proposed session length: Usually one hour

Further support: We also offer tailored sessions to explore collective consultation in more depth, addressing the specific circumstances of your proposed transfer or redundancy exercise.

Please contact your usual HCR adviser, [Laura Herbert](#) or [Guy Hollebon](#) to discuss your requirements.



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