

Restructuring and management guidance



Contents

- Introduction
- What policy applies?
- Management guidance

Introduction

It's really important that you're fully clear on what your change involves from a policy and legislation point of view.

- Depending on the type and scale of your change, you might need to refer to a Restructuring Policy (or a Trade Union agreement)
- When we're making changes that may directly affect the employment of our staff, we need to comply with employment legislation
- The way in which we will comply with legislation is set out in various employment policies and/or agreements with the Trade Unions

What policy applies?

We have specific agreements that reflect different needs across the organisation.

- You may find the following information useful
 - [TfL Restructuring and Staff Reductions Policy](#) (employees in Surface Transport and Specialist Services PB 1-5)
 - [Organisational Policy](#) (for parts of London Underground)
 - [London Underground](#) (Employee Relations information – for various agreements)
- Speak to HR to be sure of what policy applies

Management guidance

We have consistent templates and guidance for managers leading change.

- If you're leading change then you can get access to further guidance on:
 - The legal requirements
 - Consultation obligations (including TUPE)
 - Assessment & Selection options
 - Standard FAQs
- Workshops can also be run covering these topics
- Speak to your HR Business Partner for further information