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Simplify Employment

Macoï Limited

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When handling TUPE transfers, there are a spectrum of important considerations for employers to ensure the best and least disruptive process is followed.

While some TUPE transfers are extremely complex and lengthy, others can be relatively straightforward. In any case, given the stringent regulations which must be observed, transfers are often a stressful process for any employer.

Originally two separate companies, each with their own strengths and successes, 'Malcolm Andrew Office Solutions' and 'Combined Office Interiors' came together in 2014 to create 'MACOI Limited' - a business with family values and quality customer service still very much at its heart.

As a director of Malcolm Andrew Office Solutions at the time, Julie Read first came into contact with Croner - the existing providers of HR support for Combined Office Interiors - in September 2014. As the two businesses merged, Croner helped to navigate them through the entire TUPE transfer.

"Following the merge and myself taking on the role of HR & Procedures Director, our first partnership project was to complete the TUPE transition professionally for all employees," Julie says.

"With the assistance of Leanne Findlay, our HR Consultant at Croner, we were able to navigate through the TUPE procedure with minimum fuss, while retaining all staff members from both our Ipswich and Cambridgeshire locations.

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Following a successful TUPE transfer and a positive outcome, MACOI Limited chose to appoint Croner as their sole HR Consultants. Pleased with the level of support and advice provided during their first year, MACOI Limited has continuously renewed their contract for a further three years since.

From initially supporting their TUPE transfer to providing practical employment law advice, Croner is now a trusted partner of MACOI Limited, with Simplify software complimenting and aiding their internal operations.

"We are now taking full advantage of the Croner Simplify system, which will see all our employee

information integrated with our existing online account," Julie says.

As well as employment advice and an employee management system, MACOI Limited have also benefited from a number of training sessions from Croner's employment law consultants.

"Over the last two and a half years, we have received regular visits from Leanne along with two valuable "In House" training sessions involving Time Management and People Interaction," says Julie.

Croner's training programme comprises a range of topics for employers, from employment law updates to managing sensitive situations like redundancy. Courses can also be devised on a bespoke basis to fit the specific needs of an organisation. MACOI Limited have also benefited from health and safety training courses during the partnership, utilising a manual handling training session from qualified consultant, Mubin Chowdhury.

MACOI Limited are one of the leading providers of office and educational furnishings and interiors in the UK. From sourcing desks to delivering complete office refurbishment projects, the specialists create functional and inspiring work spaces for organisations of all sizes.

To find out more about MACOI Limited, please call 01480 869 001. Or visit www.macoi.co.uk

To see how Croner can support your organisation or specific employment situations, contact **0808 145 3386**.