

Our experiences of TUPE

30 Oct 2018

Jadwiga Kleingartner

Clinical Nurse Specialist - Magnolia Ward, Clayponds Hospital



Hello, my name is... Jadwiga and I am a Nurse Specialist who joined West London NHS Trust through a TUPE transfer from London North West University Healthcare NHS Trust in 2015.

I work on Magnolia Ward, Clayponds Hospital, which is part of the Home ward Ealing Service. My work on Magnolia began six years ago when I joined the team as RN in 2012. Since that time I have had the opportunity to pursue advanced assessment and non-medical prescribing to further my professional skills and career development – and this was supported after the transfer.

Recently through West London I also gained the opportunity to further develop my clinical and managerial skills, joining the Home ward senior management team and being promoted to a Band 8a position as Team Lead / Advanced Nurse Practitioner.

I am very proud to be part of the Home ward team. I strongly believe we have contributed to the Service achieving its quality targets to sustain a high standard of patient care.

Stephen Atta

Rehabilitation Assistant - Short term rehabilitation, Home ward Ealing



Hello, my name is... Stephen and I joined the Home ward Ealing service through a TUPE transfer from London North West University Healthcare NHS Trust back in 2015 when I was a Band 2 Healthcare Assistant, and I now work as a Rehabilitation Support Worker and am being supported through an apprenticeship to train as a physiotherapist.

When I found out I was transferring I was concerned about not knowing what will happen to my job role.

I was scared I might lose my job or be made to relocate to a different area which might not be convenient for me. My previous organisation didn't

give us enough information about the directions we were heading to and there were lots of rumours. We had lots of worries and uncertainty about whether the whole process would work, and what would happen. We were also worried about pay and pay cuts.

Fortunately during the transfer we were offered team meetings, written information and 1:1 individual sessions with management, which allowed us to get answers to some of the immediate concerns we had.

Working with West London and CNWL has been of a great benefit for me as it has given me an opportunity for career progression. Both trusts have been flexible with working hours and I received a promotion, and the opportunity to work with other departments across the Trust.

Management has been supportive and always ready to help. There is strong commitment to equal opportunities for all staff, and staff are valued and praised /awarded for their individual achievements, and we have had some great social events.

Have you got any advice for people going through the type process?

The whole process is stressful, especially until there's a chance to have all your questions answered. From personal experience, my job was safe. I advise everyone going through the process to keep calm and relaxed, and transferring has given me great opportunities.

Lucy Allen

Integrated Borough Lead - Community Independence Service



Hello, my name is... Lucy and I am a Physiotherapist who recently joined West London NHS Trust through a TUPE transfer from Central London Community Healthcare NHS Trust.

I felt nervous about the move to West London as there had been a lot of change in our service around that time and we were leaving the familiarity and identity of our old Trust which we knew really well to join a new organisation.

In the run up to the transfer I met West London and CNWL staff through team meetings and we were linked up with colleagues from a similar service to our own. The central teams (including The Exchange (intranet)) were really helpful familiarising us with the Trust ways of working and how to access information we needed.

It took a bit of time, but through the first year we all adjusted and now feel at home in West London NHS Trust.

There is definitely a good heart in West London and linking more closely with their mental health specialists has been a benefit for our physical health service in Hammersmith and Fulham.