

# Royal Mail Group v Communication Workers Union

**Tupe only needs statement of beliefs**

Royal Mail believed, incorrectly, that Tupe would not apply to post offices becoming franchises as the employees were either to be relocated or made redundant. It gave this mistaken view to the union. The question was whether this breached the employer's obligation to disclose to employees' representatives the legal, economic and social implications of the transfer. The EAT said the employer was only obliged to state what it genuinely thought were the implications of the transfer.

**Case ref EAT/0338/08/DA**

◆ **Charles Wynn-Evans, Dechert**