

Ten golden rules for a happy merger



1 Establish your foundations

Build relationships - will it work?



2 Research the businesses

Carry out due diligence and tie up confidentiality



3 Develop your business plan

Set out the intended outcomes and time frames



4 Speak to the professionals

Get legal, accounting and other professional input



5 Engage with regulators and commissioners

Establish the requirements and approvals from NHSE, CQC, banks etc.



6 Engage with staff and patients

Comply with TUPE obligations and remember: buy-in aids success



7 Plan the premises solution

What changes are envisaged and are consents required?



8 Agree your governance arrangements

New partnership deeds/ company constitutions/ shareholder agreements etc.



9 Agree your merger arrangements

Agree Heads of Terms, Merger Agreements, Leases etc.



10 Clean up the legacy arrangements

Ensure old arrangements are closed down

