

This statement is included to comply with the Code of Practice on Workforce Matters in Local Authority Contracts:

### **Service Contracts involving the Transfer of Staff**

This section briefly outlines Hart District Council's approach to workforce matters in local authority service contracts which involve a transfer of staff from the local authority to a service provider, or in which staff originally transferred out from the local authority as a result of outsourcing, are TUPE transferred to a new provider under a re-tender of a contract.

Hart District Council values its workforce, both as an employer where work is carried out in-house or as a client where work is provided externally and is committed to complying with the Code of Practice in the event of any transfer of staff to other employing organisations. In circumstances where outsourcing is a possibility the Council will:

- Consult staff
- Provide information to bidders for services
- Apply the Transfer of Undertakings (Protection of Employment) Regulations (TUPE) on a transfer.

### **Statement of Contracts**

- Service providers will be required to offer employment on terms which are no less favourable than those of transferred employees
- Service providers will be required to consult representatives of a trade union on the terms and conditions to be offered to such new recruits
- Service providers will need to offer new joiners one of the following pension provision arrangements:
  - Membership of the local government pension scheme where the employer has admitted body status;
  - Membership of a good quality employer pensions scheme – either a final salary scheme or a contribution scheme where the employer must match staff contributions up to 6%
  - A stakeholder pension scheme under which the employer will match staff contributions up to 6%

### **Monitoring**

The council will monitor compliance with the provisions of the code including the terms and conditions for transferred staff and new joiners.