

HR policies and practices

Type of transfer	How it affects your pay and terms and conditions
<p>Transferring from one NHS organisation to another</p> <p>Transferring from the NHS to a local council</p> <p>Transferring from the NHS to a charity the voluntary sector or a social enterprise</p> <p>Transferring from the NHS to a GP practise or other primary care contract provider</p> <p>Transferring from the NHS to a private sector organisation</p>	<p>If you leave direct NHS employment to join another organisation providing health care services to the NHS you will not necessarily continue with exactly the same HR policies and practices you had with your former employer, unless they form part of your existing contractual terms and conditions of employment.</p> <p>Your new employer may take some or all of your former employer’s policies and practices and amend these to reflect the structure and size of the new organisation or, it may decide to develop a new set of policies and practices or, it may already have a set of existing policies and practices.</p> <p>Contractual terms and conditions of employment (other than pensions which are handled differently) are protected in a transfer except in very exceptional circumstances. HR policies and practices, however, do not normally form part of your contractual terms and conditions. If you are unsure what is included as part of your contract of employment you should speak to your HR Department and/or trade union representative.</p> <p>Your new employer is also expected to adhere to the, ‘Joint Statement on Access to Skills, Trade Unions and Advice in Government Contracting’. This means that if you want to speak to someone about your job, or any aspect of your working life, you can seek advice and support from someone who is informed such as your line manager or a member of staff from the HR department.</p> <p>Continued over page</p>

	<p>Regardless of who your new employer is following transfer, you can expect the HR policies and practices of your new employing organisation to not only meet the requirements of employment and discrimination law but also, to reflect a commitment to the provision of a high quality workplace and to being a good employer, as stated in the NHS Constitution and Handbook (2009). Your existing employer should work closely with you, your trade union representatives and your new employer to achieve this.</p>
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