

Pay and terms and conditions

Type of transfer	How it affects your pay and terms and conditions
Transferring from one NHS organisation to another	If you are compulsorily transferred from one NHS Trust to another recognised NHS organisation such as primary care trust, strategic health authority or another trust your pay and terms and conditions will remain the same.
Transferring from the NHS to a local council	If you are compulsorily transferred to a non-NHS organisation which is providing NHS services under a service delivery contract your pay and terms and conditions are protected under TUPE - the Transfer of Undertakings (Protection of Employment) Regulations 2006. TUPE protects your existing NHS pay and terms and conditions, at the point of transfer, but future changes in NHS terms and conditions such as annual pay increases are not automatic and will need to be negotiated.
Transferring from the NHS to a charity the voluntary sector or a social enterprise.	If you are compulsorily transferred to a non-NHS organisation which is providing NHS services under a service delivery contract your pay and terms and conditions are protected under TUPE - the Transfer of Undertakings (Protection of Employment) Regulations 2006. TUPE protects your existing NHS pay and terms and conditions, at the point of transfer, but future changes in NHS terms and conditions such as annual pay increases are not automatic and will need to be negotiated.
Transferring from the NHS to a GP practise or other primary care contract provider	If you are compulsorily transferred from one NHS Trust to a GP practise or other primary care contract provider your pay and terms and conditions will remain the same.
Transferring from the NHS to a private sector organisation	TUPE – the Transfer of Undertakings Protection of Employment regulations will apply in this cae.