

**Education and training**

Type of transfer	How it affects your pay and terms and conditions
<p><b>Transferring from one NHS organisation to another</b></p>	<p>If you move voluntarily or are compulsorily transferred from one NHS trust to another recognised NHS organisation such as a primary care trust, strategic health authority or another trust your access to education and training should remain the same.</p> <p>NHS organisations usually have a training policy and a CPD (continuous professional development) strategy to support on-going staff development in-line with service and organisational requirements.</p>
<p><b>Transferring from the NHS to a local council</b></p>	<p>If you are compulsorily transferred to a non-NHS organisation, which is providing NHS services under a contract – it is clear in the contract that all providers of NHS-funded clinical services are expected to provide adequate training for their staff to ensure they are properly updated and safe to carry out their day-to-day practice.</p> <p>This is a contractual requirement, which is likely to be reinforced by the introduction of mandatory 'terms of business' for the NHS to ensure delivery of the staff pledges in the NHS Constitution including; “To provide all staff with personal development, access to appropriate training for their jobs and line management support to succeed.”</p> <p>Additional training to ensure succession planning of their workforce would be for individual employers to develop in line with their own organisational strategy and service delivery requirements. Non- NHS providers will be required to offer student placement opportunities where they are properly accredited and where they can provide the necessary supervisory support – as required by the universities and colleges.</p> <p>This is a specific requirement for non-NHS community services providers under Enabling New Patterns of Provision.</p>

<p><b>Transferring from the NHS to a charity or voluntary sector organisation</b></p>	<p>If you are compulsorily transferred to a non-NHS organisation, which is providing NHS services under a Contract – it is clear in the contract that all providers of NHS-funded clinical services are expected to provide adequate training for their staff to ensure they are properly updated and safe to carry out their day-to-day practice.</p> <p>This is a contractual requirement, which is likely to be reinforced by the introduction of mandatory 'terms of business' for the NHS to ensure delivery of the staff pledges in the NHS Constitution including; “To provide all staff with personal development, access to appropriate training for their jobs and line management support to succeed.”</p> <p>Additional training to ensure succession planning of their workforce would be for individual employers to develop in line with their own organisational strategy and service delivery requirements. Non-NHS providers will be required to offer student placement opportunities where they are properly accredited and where they can provide the necessary supervisory support – as required by the universities and colleges.</p> <p>This is a specific requirement for non-NHS community services providers under Enabling New Patterns of Provision.</p>
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<p><b>Transferring from the NHS to a GP practise or other primary care contract provider</b></p>	<p>If you move voluntarily or are compulsorily transferred from one NHS trust to another recognised NHS organisation such as primary care trust, strategic health authority or another trust your access to education and training should remain the same.</p> <p>NHS organisations usually have a training policy and a CPD (continuous professional development) strategy to support on-going staff development in-line with service and organisational requirements.</p>
<p><b>Transferring from the NHS to a private sector organisation</b></p>	<p>If the organisation you are working for has some staff who are providers of NHS-funded clinical services – there is a requirement that those staff should receive adequate training to ensure they are updated and safe to carry out their day-to-day practice.</p> <p>This is a contractual requirement, which is likely to be reinforced by the introduction of mandatory 'terms of business' for the NHS to ensure delivery of the staff pledges in the NHS Constitution including; “To provide all staff with personal development, access to appropriate training for their jobs and line management support to succeed.”</p> <p>Additional training to ensure succession planning of their workforce would be for individual employers to develop in line with their organisational strategy. Non-NHS providers will be required to offer student placement opportunities where they are properly accredited and where they can provide the necessary supervisory support – as required by the universities and colleges. This is a specific requirement for non-NHS community services providers under Enabling New Patterns of Provision.</p>