

Pay and terms and conditions

The vast majority of staff employed by NHS organisations receive NHS or equivalent pay and are on NHS terms and conditions of service. Terms and conditions of service include such details as holidays and sick leave entitlement and contractual redundancy benefits. For staff directly employed by NHS organisations, these are set out in the NHS terms and conditions of service handbook, and for NHS employed medical and dental staff in their relevant terms and conditions of service.

These documents may cover more than contractual terms and conditions issues, and therefore these may not all automatically transfer under TUPE. Please contact your HR department or trade union representative for further advice.

How will my transfer affect my pay and terms and conditions?

If you are transferred from one NHS organisation to another under TUPE, your contractual pay and terms and conditions will remain the same. Where TUPE doesn't apply, COSOP should (see legal details as set out above).