

## **TUPE FAQs:**

### **Q. What is TUPE?**

**A.** TUPE is the Transfer of Undertakings (Protection of Employment) Regulations, 2006, and its purpose is to preserve workers' terms and conditions of employment, following their transfer from one organisation to another. For more information, please see [www.direct.gov.uk](http://www.direct.gov.uk)

### **Q. What will happen to my terms and conditions of employment after the transfer date?**

**A.** Your current terms and conditions outlined in Bank Worker Terms of Registration agreement that you have with the Trust will remain mostly unchanged following your transfer to NHSP. Any changes that may be made to the terms of this agreement by NHS Professionals are known as measures. Any measures have been identified in this document at Appendix 2.

### **Q. I currently have a permanent contract at the same Trust at which I work my additional hours via the Trust in-house bank. Will this have any impact on my permanent contract with the Trust?**

**A.** Your transfer to NHS Professionals will have no effect on your permanent employment contract with the Trust, your permanent substantive employment with the Trust will remain with the Trust, it is only the bank contract with the Trust that will transfer to NHS Professionals under TUPE.

### **Q. If I am employed by the Trust and transfer my bank contract to NHSP, what will happen if I leave my Trust post?**

**A.** As identified in the measures in Appendix 2, if you leave your substantive post at the Trust, NHS Professionals will require you to complete their full bank worker registration in order to be able to continue to carry out assignments via NHS Professionals.

### **Q. Will I have to re-apply to join the new service provider if I want to work at the Trust after 20<sup>th</sup> January 2020?**

**A.** No –you have been identified in scope to transfer to NHS Professionals automatically under TUPE and therefore, unless you opt out of the transfer, your bank registration with the Trust will automatically transfer to NHS Professionals when the service transfers.

### **Q. What will happen to my Agenda for Change rates of pay?**

**A.** Your rate of pay at the time of the TUPE transfer will be protected under the TUPE regulations and therefore you will transfer across and remain on the same pay rate.

### **Q. How will I be paid by NHS Professionals?**

**A.** NHS Professionals will continue to pay workers weekly for any bank shifts they undertake for any bank shifts that have been authorised and released on the NHS Professionals online booking system.

### **Q. What will happen if I do not want to transfer to NHS Professionals?**

**A.** If you do not wish to transfer to NHS Professionals, you must inform [Bank.Admin@stockport.nhs.uk](mailto:Bank.Admin@stockport.nhs.uk). This may, however, mean you will be unable to carry out any bank shifts at the Trust as NHS Professionals will provide the Trusts bank services going forward from 20<sup>th</sup> January 2020 onwards.

### **Q. How will I book my shifts with NHS Professionals?**

**A.** Booking assignments will be online via NHS Professionals online system; they will provide you with your log in details for the system nearer to the transfer date.

### **Q. Who will be my line manager when I transfer to NHS Professionals?**

**A.** When you are working a shift with the Trust your management will be designated for each assignment for the area you are working in as it is currently.

**Q. What will happen to my personal file?**

**A.** Your personal file will have been transferred to NHS Professionals prior to you commencing bank assignments via NHS Professionals.

**Q. Will I be able to stay in the NHS Pensions scheme?**

**A.** Yes, if you are already a member of the NHS Pension scheme, you will remain in the scheme at the point of transfer. If you are eligible to join the NHS Pension scheme but have so far opted out of doing so, under New Fair Deal legislation you will still be eligible to join the NHS Pension with NHS Professionals after the TUPE transfer date.

**Q. What do I do if I am on Maternity leave or about to go on Maternity leave?**

**A.** You must inform the Trust in house bank. They will pass your details to NHS Professionals. Prior to returning to work you must notify NHS Professionals HR Team by emailing: [fwhumanresources@nhsprofessionals.nhs.uk](mailto:fwhumanresources@nhsprofessionals.nhs.uk)

**Q. How do NHSP know what areas I can work in?**

**A.** The Trust will provide this as part of the transfer.

**Q. What will happen to the annual leave I have accrued so far?**

**A.** There will be no annual leave carryover as it is currently incorporated into your hourly pay rate.

**Q. Will I be provided with new uniforms upon the transfer?**

**A.** Yes, all bank only workers will be able to order new NHS Professionals uniforms. Substantive Trust employees working assignments with NHS Professionals will continue to use the Trust's uniform.

**Q. Will my payslips be sent to my home address?**

**A.** NHS Professionals do not issue paper payslips but operate online payslips accessible to you at any time from your NHS Professionals online profile.

**Q. Where can I go if I need support?**

**A.** NHS Professionals have a 24/7 Service Centre available for support who can be contacted on 03332 407 552. They will also have an onsite team called the Client Relations Team at the Trust. Contact details below.

Jenna Cassinelli  
NHSP Office  
Estates Building  
Stepping Hill Hospital  
Poplar Grove  
Stockport  
SK2 7JE