

Shared Services

An overview of the process

Short Term Process

- TUPE – Transfer of Undertakings (Protection of Employment)
- Transfer of Services

What this means

- Terms and Conditions of Host Authority
- No less favourable terms and conditions
- Employee cannot suffer any detriment
- Employees working alongside each other with different terms and conditions

Long Term Process

Potential to:-

- Harmonise terms and conditions
- Employment Law process
- Management/member decision
- Negotiate with Trade Unions
- Consult with Employees
- Individual Council decisions – RBC & BDC

The Risks

- Low risk at the time of transfer and shortly afterwards
- Longer term if harmonisation of terms and conditions does not take place greater risk due to Equal Pay legislation
- And dissatisfied employees

Risk Mitigation Controls

- Both business cases – determined new structure/posts to be recruited to.
- Full Staff and T.U. consultation
- External employment advice commissioned

Service Level Agreement

Areas to be agreed

- Shared redundancy costs
- Shared pension costs
- Break clauses– need to consider options, i.e. reversal of TUPE process