

## **Transfer of Undertakings (Protection of Employment) – Regulation 13**

TUPE is intended to safeguard your interests if you (and your employment) are transferred from one employer to another. PPAT is transferring you and your employment to HISP Trust on or around 1 June 2020.

The following are questions PPAT or HISP Trust have received from employees or their representatives relating to the transfer of undertakings since consultation regarding the transfer measures opened on 2 April 2020.

Copies of letters previously sent to all employees detailing the planned transfer and associated measures are available on the PPAT Trust website.

If you have comments or questions, please submit to [gemma.fuge@portswoodpri.org.uk](mailto:gemma.fuge@portswoodpri.org.uk) or [TUPE@hispmat.org](mailto:TUPE@hispmat.org). Trustees will respond to your questions as quickly as possible. Questions and answers given will be shared here (unless personal or confidential in nature).

---

**Q: What will happen with the gaps in our pensions? How will we sort that out?**

**A:** Trustees are not aware of any pension's gaps created by this employee transfer.

**Q: Please share the full timeline for consultation with all significant dates.**

**A:** Consultation opened on 2nd April 2020. Transfer is scheduled to take place on 1 June 2020.

**Q: Which holidays will we follow if they are different in Southampton and Hampshire?**

**A:** Southampton schools will maintain Southampton City Council Holidays.

**Q: Under the terms of TUPE can you confirm that [Portswood Primary and Tanners Brook Primary] schools will continue to contribute (on behalf of Trade Union members) to the facilities agreement to Southampton City Council, to facilitate trade union representation for any member should that need become necessary.**

**A:** We can confirm that the schools will continue to contribute to the Trade Union Facilities Agreement with Southampton City Council as they have done in previous years.

**Q: My contract is changing for a fixed term from 1 June 2020, as agreed by PPAT. Will the agreed contract change be honoured by HISP?**

**A:** We will honour the organisational change for the period specified if the contract is already in place for this to happen. This change would be in place/ or instructed to HISP by PPAT at such time employee pay and contractual information is sent over to HISP MAT.

**Q: Regarding the measure “does not currently envisage changing terms of employment” and the clarification of this in the follow-up document, what was sent to staff?**

**A:** PPAT and HISP confirmed that both were sent to staff.

**Q: Is the change to the Business Manager role a material change to her contract? Has the grading stayed the same?**

**A:** HISP confirmed that it was an amendment to the remit of her role and that the pay grade would remain the same.

**Q: Have PPAT/HISP considered compensating staff for the loss of the sixth INSET day?**

A: SW stated that it is usual for schools to have 5 INSET days. If it was felt that a sixth would be required, then this could be considered but 5 will be the standard procedure.

**Q: NDJ stated he expect to have received a anonymized breakdown of staff to showing staff groups including: gender, staff on maternity leave, staff with current grievances etc. Can this be provided?**

A: KR agreed to provide this now.

**Q: A further question I need to ask is about some of our members who are employed by Compass in the kitchens at Tanners Brook. Obviously, they are not being TUPE'd because they are not employed by PPAT - but I wondered what the contractual arrangement would be going forward between Compass and HISP? Happy to talk about this over the phone rather than email/virtual meeting if it's easier.**

A: The current contracts are coming to an end. We have engaged with the provider and are discussing an extension to these contracts.

**Q: Please can you advise who will be running the payroll post transfer and will check off for Union subscriptions still remain in place? PCC will run payroll (as today)**

A: Union subscriptions will remain in place as today.

**Q: Please could you advise if the Trust anticipates any reorganisations, restructures or redundancies in the 6 months post transfer? (I only ask regarding 6 months as I appreciate you do not have a crystal ball for the future)**

A: The Trust does NOT anticipate any reorganisations, restructures or redundancies in the 6 months post transfer.

**Q: For confirmation I understand that there are no issues with pensions and that Admitted body status for local government pensions remains in place?**

A: There are no known issues with pensions and the Admitted body status for local government pensions remains in place.

**Q: Please could you advise if you are considering implementing a harmonisation exercise (pay, terms and conditions policies and procedures) across the trust in the near future.**

A: A harmonisation exercise is not being considered in the near future.