

## **Code of Practice on Workforce Matters**

## **Appendix 5**

Councils are required to state in their performance plans whether contracts awarded during the past year, which involve a transfer of staff, comply with the requirements in the 'Code of Practice on Workforce Matters in Local Authority Service Contracts'. The intention of this Code is to ensure that Councils do not reduce their employee pay and conditions when transferring services to new providers.

In its contracting-out of services, the Council will apply the principles set out in the Cabinet Office Statement of Practice on Staff Transfers in the Public Sector and the annex to it, A Fair Deal for Staff Pensions. The service provider to whom the work is contracted will be required to demonstrate its support for these principles and its willingness to work with the Council fully to implement them.

The Council hereby certifies that individual contracts will comply with best value requirements, including workforce requirements in the Code of Practice on Workforce Matters, as set out in Circular 03/2003 Annex D and the accompanying statutory guidance.

In 2007/08 the Council awarded no contracts during the year that involved transfers of staff.