**Frequently Asked Questions** This FAQ document has been developed to promote the sharing of accurate and consistent information to all transferring staff. We will endeavour to provide regular updates to these FAQs.

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| **Questions** | **Answers** |
| How long would my T&Cs be protected by the TUPE legislation? | T&Cs are indefinitely protected.When the service provider changes from one organisation to another, the Transfer of Undertakings (Protection of Employment) regulation 2006 (TUPE) governs how the colleagues employed within that service are managed.Under the TUPE legislations, your contract of employment is protected. This means that your contract of employment is automatically taken over by the new employer without any changes There will be no loss of continued service or changes to your terms and conditions of employment such as working hours, pay or annual leave allowance. |
| Can I be made redundant after the transfer? | Dismissing employees on the sole grounds of TUPE is illegal. The possibility of redundancy always exists in employment. Organisations can make changes to staffing models at any given time, which could then result in redundancies. Nonetheless, this is a very small risk. If you are concerned, please get in touch with the HR team. |
| How does OneMedical Group (OMG) plan to support the deliver of services at CKMP while being so remote? | OMG and OneMedicare (OM) have a wider NHS services support team and a central support team who work nationally across the other sites we have. All our teams work across the country and so in joining the Group, Charlotte Keel Medical Practice will have the provision and support offered by these teams who will work in collaboration with you all continue to provide a high level of patient care to the Bristol community. There will be regular visits planned from the support teams as well as access to them via telephone and email support on a regular basis. This will include routine calls and conferences as well as ad hoc, depending on the needs of the service and staff.  |
| Will my salary and benefits change? | Any elements of your benefits which are set out in your contract (expressed terms), such as salary, annual leave allowance, sick pay entitlement, over time rates, will remain in place following transfer. Any non-contractual benefits, which are BrisDoc specific, are unlikely to transfer over. Due diligence of information shared from BrisDoc to OM is what further determines if there are any other terms outside of contracts that fall within TUPE. However, following the transfer, you will inherit any non-contractual benefits that OM has, such as 5 additional days of paid leave for Special and Significant events. |
| Will the hours and days I work change? | Your core contractual hours will transfer over as they are along with any statutory flexible working agreements. Your shift patterns will be agreed locally to suit the service and there is no anticipation that current shift patterns will change. Should any changes be required to better to suit the needs of the service, you will be formally consulted with.Throughout the procurement process, both existing and new service providers will maintain regular contact with you to notify you about any changes that are anticipated. These are known as ‘Measures’ and all colleagues will receive a copy of the Measures letter once any Measures have been confirmed by the new provider. |
| Will I receive a new contract? | No, your existing contract will transfer to OM. As part of the Due Diligence process, BrisDoc will share the relevant contracts with us.  |
| Will I get a choice of choosing between OMG and BrisDoc T&Cs? | We will not enforce any transfer onto OM T&Cs. However, if staff wish to explore the difference in the two contracts, and transfer to an OM contract if they find this to be more favourable, then this can be considered after the transfer when appropriate. |
| Will OMG fund courses to support development? | Yes. We are committed to personal and professional development for all staff members. Through the process of appraisals and 1-1s employees can discuss and explore what courses and training is suitable for them and their roles. We will either fully or partially fund this or use funds available to us via the apprenticeship levy. In addition to this, we have a group wide Study Leave policy which provides staff with protected time off for the necessary training and study programmes.  |
| Can I continue my apprenticeship with CKMP? | Yes, any apprenticeships already in place, or due to commence will be transferred to OM. We have already begun exploring the best way to transfer existing apprenticeships with BrisDoc. |
| Can I transfer the mandatory training I have already completed through BrisDoc? | Yes. OM uses E-learning for Health and recognises any previous training certificates.  |
| Will I get to keep my NHS pension? | All existing NHS pension scheme arrangements will be honoured, including the contributions. Employees will have the option to opt out of this and enrol into the corporate pension with The People’s Pension. Further details will be provided as part of our new starters packs issued to each transferring employee.  |
| Does OMG have a uniform?  | All our sites wear a uniform. Sites are free to choose their preferred colour of scrubs for each team or function and will be provided with the details for ordering this ahead of the transfer. |

For any other questions or queries please email: HR@onemedicalgroup.co.uk