



Cambridgeshire
Police & Crime
Commissioner



STAFF TRANSFER SCHEME

POLICE AREA OF CAMBRIDGESHIRE

Part 3, Schedule 15, Police Reform and Social Responsibility Act 2011

The Cambridgeshire Constabulary Police Staff Transfer Scheme 2014

Made: 27 February 2014

Coming into force: 1st April 2014

The Police and Crime Commissioner for Cambridgeshire, with the approval of the Secretary of State, makes the following Scheme in exercise of the powers conferred by Part 3 of Schedule 15 to the Police Reform and Social Responsibility Act 2011.

Citation and commencement

1. This scheme may be cited as the Cambridgeshire Constabulary Police Staff Transfer Scheme 2014 and shall come into force on 1st April 2014.

Interpretation

2. In this Scheme—

“the Chief Constable” means the Chief Constable of Cambridgeshire Constabulary;

“the Commissioner” means the Police and Crime Commissioner for Cambridgeshire;

“the transfer date” means 1st April 2014;

“transferring employee” means a person—

(a) who, immediately before the transfer date, is employed by the Commissioner; and

(b) who is notified in writing on or before 31st March 2014 that the person is transferring to become an employee of the Chief Constable;

“transferring secondee” means a person—

- (a) who, immediately before the transfer date, is seconded to the Commissioner; and
- (b) who is notified in writing on or before 31st March 2014 that the person's secondment is transferring to the Chief Constable.

Transfer of employment

- 3. (1) On the transfer date, a transferring employee becomes an employee of the Chief Constable.
- (2) From the transfer date, the contract of employment of a transferring employee has effect as if originally made between the employee and the Chief Constable.
- (3) On the transfer date, the rights, powers, duties and liabilities of the employer under or in connection with the contract of employment of a transferring employee transfer to the Chief Constable.
- (4) In the case of a transferring employee—
 - (a) a period of employment with the Commissioner counts, from the transfer date, as a period of employment with the Chief Constable; and
 - (b) that period and the period after the person becomes an employee of the Chief Constable count as a period of continuous employment.

Objections

- 4. Paragraph 3 does not apply to a transferring employee who, before the transfer date, gives notice in writing objecting to the operation of this Scheme in relation to the employee, and accordingly the employee does not become an employee of the Chief Constable.

Secondments

- 5. The secondment of a transferring secondee shall have effect from the transfer date as a secondment to the Chief Constable, on the same terms.

Determinations

- 6. Any matter requiring determination under or in consequence of this Scheme (including the matter of whether any person is a transferring employee) shall be determined by the Secretary of State.