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STATUTORY RULES OF NORTHERN IRELAND

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**2008 No. 360**

**The Police Support Staff (Transfer of  
Employment) Regulations (Northern Ireland) 2008**

**Transfer of Staff**

3.—(1) Each relevant person shall on the prescribed date transfer to, and become an employee of, the Board.

(2) A contract of employment by which a relevant person is employed in the civil service shall have effect from the prescribed date as if originally made between that person and the Board.

(3) Without prejudice to paragraph (2) above—

- (a) all the rights, powers, duties and liabilities of the employer under, or in connection with, a contract to which that paragraph applies shall, by virtue of this Regulation, be transferred to the Board on the prescribed date;
- (b) anything done before the prescribed date by, or in relation to, the employer in respect of that contract or that employee, shall be deemed from that date to have been done by, or in relation to, the Board.

(4) Paragraphs (2) and (3) are without prejudice to any right of a relevant person to terminate his contract of employment if a substantial change is made to his detriment in his working conditions.

(5) For the purposes of this Regulation, if a relevant person is employed in the civil service on terms which do not constitute a contract of employment—

- (a) that person is to be treated as employed in the civil service by virtue of a contract of employment;
- (b) the terms of that employment are to be regarded as constituting the terms of that contract.