



Local Government Act 2003

2003 CHAPTER 26

PART 8

MISCELLANEOUS AND GENERAL

CHAPTER 1

MISCELLANEOUS

Contracting-out

102 Staff transfer matters: pensions

- (1) The appropriate person shall exercise his power to give directions under section 101(1) so as to secure that where a local authority is contracting with a person (“the contractor”) for the provision of services that are to be provided under a contract instead of by employees of the authority, it does so on terms—
- (a) that require the contractor, in the event of there being any transferring employees, to secure pension protection for each of them, and
 - (b) that, so far as relating to the securing of pension protection for a transferring employee, are enforceable by the employee.
- (2) For the purposes of subsection (1)—
- (a) “transferring employee” means an employee of the authority whose contract of employment becomes, by virtue of the application of the TUPE regulations in relation to what is done for the purposes of carrying out the contract between the authority and the contractor, a contract of employment with someone other than the authority, and
 - (b) “pension protection” is secured for a transferring employee if after that change in his employer he has, as an employee of his new employer, rights to acquire pension benefits and those rights—
 - (i) are the same as, or

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- (ii) under the directions count as being broadly comparable to or better than,
 those that he had as an employee of the authority.
- (3) The appropriate person shall exercise his power to give directions under section 101(1) so as to secure that where—
- (a) a local authority has contracted with a person (“the first contractor”) for the provision of services,
 - (b) the application of the TUPE regulations in relation to what was done for the purposes of carrying out the contract between the authority and the first contractor resulted in employees of the authority (“the original employees”) becoming employees of someone other than the authority, and
 - (c) the authority is contracting with a person (“the subsequent contractor”) for the provision of any of the services,
- the authority contracts with the subsequent contractor on terms satisfying the requirements of subsection (4).
- (4) Those requirements are that the terms—
- (a) require the subsequent contractor, in the event of there being any transferring original employees, to secure pension protection for each of them, and
 - (b) so far as relating to the securing of pension protection for an original employee, are enforceable by the employee.
- (5) For the purposes of subsection (4)—
- (a) “transferring original employee” means an original employee—
 - (i) whose contract of employment becomes, by virtue of the application of the TUPE regulations in relation to what is done for the purposes of carrying out the contract between the authority and the subsequent contractor, a contract of employment with someone other than his existing employer, and
 - (ii) whose contract of employment on each occasion when an intervening contract was carried out became, by virtue of the application of the TUPE regulations in relation to what was done for the purposes of carrying out the intervening contract, a contract of employment with someone other than his existing employer;
 - (b) “pension protection” is secured for a transferring original employee if after the change in his employer mentioned in paragraph (a)(i) he has, as an employee of his new employer, rights to acquire pension benefits and those rights—
 - (i) are the same as, or
 - (ii) under the directions count as being broadly comparable to or better than,
 those that he had before that change.
- (6) In subsection (5)(a)(ii), “intervening contract” means a contract with the authority for the provision, at times after they are provided under the contract with the first contractor and before they are to be provided under a contract with the subsequent contractor, of the services to be provided under the contract with the subsequent contractor.
- (7) Any expression used in this section, and in the TUPE regulations, has in this section the meaning that it has in the TUPE regulations.

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[^{F1}(7A) In this section, in relation to England, “local authority” means—

- (a) a county council in England, a district council, a London borough council, a parish council or a parish meeting of a parish which does not have a separate parish council;
- (b) the Council of the Isles of Scilly;
- (c) the Common Council of the City of London in its capacity as a local authority; and
- (d) the Greater London Authority so far as it exercises its functions through the Mayor.

[^{F2}(7B) In this section, in relation to Wales, “local authority” means—

- (a) a county council, county borough council or community council in Wales;
- (b) a corporate joint committee established by regulations made under Part 5 of the Local Government and Elections (Wales) Act 2021.]

(8) In this section [^{F3}, in relation to Scotland]—

“appropriate person”, ^{F4}... means the Scottish Ministers;
“local authority”—

- (a) ^{F5}.....
- (b) ^{F6}... means a council constituted under section 2 of the Local Government etc. (Scotland) Act 1994 (c. 39);

[^{F7}(9) In this section,]

“the TUPE regulations” means the [^{F8}Transfer of Undertakings (Protection of Employment) Regulations 2006], or any regulations replacing those regulations, as from time to time amended.

Textual Amendments

- F1** S. 102(7A)(7B) inserted (1.4.2008) by [Local Government and Public Involvement in Health Act 2007](#) (c. 28), s. 245(5), [Sch. 7 para. 3\(10\)](#); S.I. 2008/917, art. 2(1)(a)
- F2** S. 102(7B) substituted (15.7.2022) by [The Corporate Joint Committees \(General\) \(No. 2\) \(Wales\) Regulations 2022](#) (S.I. 2022/797), regs. 1(2), [21\(3\)](#)
- F3** Words in s. 102(8) inserted (1.4.2008) by [Local Government and Public Involvement in Health Act 2007](#) (c. 28), s. 245(5), [Sch. 7 para. 3\(11\)\(a\)](#); S.I. 2008/917, art. 2(1)(a)
- F4** Words in s. 102(8) repealed (1.4.2008) by [Local Government and Public Involvement in Health Act 2007](#) (c. 28), s. 245(5), [Sch. 7 para. 3\(11\)\(b\)](#), [18 Pt. 8](#); S.I. 2008/917, art. 2(1)(a)(i)(v)
- F5** Words in s. 102(8) repealed (1.4.2008) by [Local Government and Public Involvement in Health Act 2007](#) (c. 28), s. 245(5), [Sch. 7 para. 3\(11\)\(c\)\(i\)](#), [18 Pt. 8](#); S.I. 2008/917, art. 2(1)(a)(i)(v)
- F6** Words in s. 102(8) repealed (1.4.2008) by [Local Government and Public Involvement in Health Act 2007](#) (c. 28), s. 245(5), [Sch. 7 para. 3\(11\)\(c\)\(ii\)](#), [18 Pt. 8](#); S.I. 2008/917, art. 2(1)(a)(i)(v)
- F7** Words in s. 102(9) inserted (1.4.2008) by [Local Government and Public Involvement in Health Act 2007](#) (c. 28), s. 245(5), [Sch. 7 para. 3\(11\)\(d\)](#); S.I. 2008/917, art. 2(1)(a)
- F8** Words in s. 102 substituted (with application in accordance with reg. 21(1) of the amending S.I.) by [The Transfer of Undertakings \(Protection of Employment\) Regulations 2006](#) (S.I. 2006/246), reg. 1(2), [Sch. 2 para. 1\(i\)](#)

Commencement Information

- I1** S. 102 in force at 27.11.2003 for W. by S.I. 2003/3034, art. 2, [Sch. 1 Pt. I](#)
- I2** S. 102 in force at 1.4.2004 for E. by S.I. 2003/2938, [art. 7\(a\)](#) (with art. 8, Sch.)

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Changes and effects yet to be applied to the whole Act associated Parts and Chapters:

- Act applied (with modifications) by [S.I. 2024/414 art. 5Sch. 1 para. 13](#)

Whole provisions yet to be inserted into this Act (including any effects on those provisions):

- s. 18(2A) inserted by [2007 c. 28 Sch. 14 para. 5\(2\)\(b\)](#)
- s. 24(1) s. 24 renumbered as s. 24(1) by [2007 c. 28 Sch. 14 para. 5\(3\)](#)
- s. 24(2) inserted by [2007 c. 28 Sch. 14 para. 5\(3\)](#)