

# University of Lincoln

## *Centre for Clinical and Academic Workforce Innovation*



### What our client wanted

Following a decision to disaggregate the Trent Workforce Development Confederation (WDC), workforce planning and development functions were transferred across the local health economy and education sector. The University of Lincoln was identified as a preferred location for some of this work and a 'Centre for Clinical and Academic Workforce Innovation' was proposed in the Faculty of Health, Life and Social Sciences.

The WDC wanted human resource expertise and strategic guidance during the change management process creating the Centre within the University.

### What Frontline did

Facilitated meetings were held to inform and consult with staff and Trade Union representatives affected by the change and the Transfer of Undertakings (Protection of Employment) Regulations 1981 (TUPE). The legal, economic and social implications of the transfer were also explained. Due diligence work provided the University of Lincoln with information covering liabilities in respect of employees relating to the period before the transfer, details of the consultation exercise and forecasting any employees who may transfer unexpectedly.

Throughout the change process we provided advice and support to staff to resolve individual contractual complexities.

### What difference we made

A new Centre for Clinical and Academic Workforce Development and Innovation was created by the target date and the staff were successfully transferred to the University of Lincoln.