Sustaining Staff Capacity and Capability during Transition Retention and Exit Terms (RETs)

- **RETs approved**
  - Assignment process (RETs does not preclude staff from being assigned)
  - End of agreed retention period

- It is clear that your post will **not** TUPE transfer
  - At risk of redundancy
    - SAE secured with the same or another NHS employer
      - RETs does not apply
    - No SAE secured
      - *Choice*
        - Redundant
          - Leave under NHS redundancy terms in force at the time
          - Claw back would apply if the individual returned to NHS employment within 6 months
        - Leave under RETs
          - RETs applies
            - If you resign prior to the end of the agreed retention period,
              - RETs will not apply
            - If you resign prior to the end of the agreed retention period,
              - RETs applies
              - Transfer to new organisation
              - RETs does not apply

- It is clear that your post will **will** TUPE transfer
  - Transfer to new organisation
  - RETs does not apply

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**Key:**
- *Choice* - RETs staff can exercise their option to leave under RETs or not.
- SAE – Suitable alternative employment