



## **GAD's Staff Transfers Team**

### **Engagement with other government stakeholders**

GAD's Staff Transfers Team provides advice to public sector bodies on the pension aspects of projects where the pension arrangements of the staff are to be changed. The Team serves as a centre of knowledge, expertise and thought leadership on the pension implications of staff transfers to/from/within the public sector, including the provision of advice to government departments and other bodies on how to apply and implement New Fair Deal (NFD) and the Cabinet Office Statement of Practice on Staff Transfers within the public sector (COSOP).

Members of the Team will not seek to advocate on behalf of clients to other parts of government (e.g. for changes in policy) nor, unless all parties agree, will they advise one government Department against the stated policy or declared interests of another Department. However, through the Team's thought leadership role and/or work on a particular case, matters might come to the Team's attention during the course of a transfer where a policy decision is required on the implementation of NFD/COSOP or where the application of NFD/COSOP policy, or precedent in a certain area, does not appear optimal. In such cases:

- a) The Team may raise the matter with the relevant GAD contact responsible for providing advice to the Department in relation to the pension scheme in question;
- b) The relevant GAD contact may then either raise the matter with the Department, or agree that the Team should liaise directly with (advise) the relevant Department (or answer the question themselves on behalf of the Department).

In some circumstances a client may ask the Staff Transfers Team to seek clarification on matters of policy directly from the relevant Department (e.g. if the policy has not yet been decided or the circumstances of the case are special). In such cases, and if the Team accedes to the request, they will operate in a manner consistent with this section (e.g. regarding no advocacy) and inform both parties of their role.