

Freedom of Information – Response – 26632

I have been made aware of an advert for a Library Manager at Halesworth Library.

It is my understanding that this role is advertised at a salary which exceeds the current salary paid to Library Managers who were TUPE'd across when Suffolk libraries were brought back in house and became Suffolk Community Libraries.

Could you please explain the rationale for this decision and the legal framework in which it was taken.

All new vacancies in the Suffolk Community Libraries Service must be advertised on Suffolk County Council (SCC) Terms and Conditions. The Council is unable to advertise vacancies on the terms that Suffolk Libraries offered prior to the TUPE transfer.

Libraries staff who were part of the TUPE transfer to bring the service back in-house to SCC had their existing terms protected as set out in The Transfer of Undertakings (Protection of Employment) Regulations (2006). There is no requirement in the regulations to enhance or equalise existing terms and at this time they remain unchanged, which is why there is a variation to the rates of pay for the Library Manager positions.