

## SCHEDULES

### SCHEDULE 4

#### INCORPORATION OF BOARDS OF GOVERNORS

##### *Contracts of employment*

1. Where Article 40 effects a transfer of rights and liabilities under a contract of employment—
  - (a) the contract shall have effect from the date of incorporation as if originally made between the employee and the incorporated Board of Governors; and
  - (b) without prejudice to sub-paragraph (a), anything done before that date by or in relation to the former employer in respect of that contract or the employee shall be deemed from that date to have been done by or in relation to the incorporated Board of Governors,

but no right of the employee to terminate his contract of employment if a substantial change is made to his detriment in his working conditions shall arise by reason only of the change of employer effected by that Article.