

# South Yorkshire Franchising Scheme for Buses 2025

## Notice of Agreement on Principally Connected Criteria

In accordance with Regulation 3 of The Franchising Schemes and Enhanced Partnership Schemes (Application of TUPE) (England) Regulations 2017 (the Regulations) the South Yorkshire Mayoral Combined Authority undertook a consultation with operators of affected local services and appropriate representatives of employees employed on those affected local services. The purpose of the consultation was to seek agreement on the criteria to be used to determine whether a person's employment is "principally connected" with the provision of affected local services.

In accordance with section 3(4) of the Regulations, once there is agreement between the parties, the authority which has made the scheme must notify the parties and publish the details of the agreement. The consultation ended on 25 March 2026 and the following agreement was reached:

### Principally Connected Criteria

1) Save as set out in (2), an employee shall be treated as being "principally connected" with the provision of affected local services if that person spends at least half (or 50%) of their working time assigned to the provision of the affected local services or assigned to activities connected wholly or mainly to the provision of those affected local services.

(2) If, however, an employee is engaged on affected local services for a specific project and where that employee's role does not ordinarily require them to spend at least half of their working time assigned to the provision of affected local services, that employee shall be treated as not being "principally connected".

This notice will be published on the South Yorkshire Mayoral Combined Authority's website.

Date: 26/03/2026