

West Midlands Franchising Scheme for Buses 2026

Notice of Agreement on Principally Connected Criteria

In accordance with Regulation 3 of The Franchising Schemes and Enhanced Partnership Schemes (Application of TUPE) (England) Regulation 2017 (the Regulations) West Midlands Combined Authority (WMCA) undertook 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.

Pursuant to regulation 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 31 May 2026, and the following agreement was reached:

Principally Connected Criteria

"A person's employment is treated as being "principally connected" with the provision of affected local services if that person spends, on average, at least half (or 50%) of their working time

- (i) Assigned to the provision of the affected services; or
- (ii) Assigned to activities connected wholly or mainly to the provision of those affected services"

This notice will be published on the WMCA website.

Friday 5 June 2026

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