

SCHEDULE 18 – ENABLING AGREEMENT FOR SOLUTION 4ENABLING AGREEMENT

CARE QUALITY COMMISSION

THIS ENABLING AGREEMENT is made the day of January 2019

BETWEEN:

- (1) Care Quality Commission of 151 Buckingham Place Road, Victoria, London SW1W 9SZ (the "Customer"); and
- (2) Hogg Robinson (Travel) Limited (trading as HRG UK) (a company registered in England, Scotland and Wales under company number 1284358 (the "Supplier") whose main or registered office is at Spectrum Point, 279 Farnborough Road, Farnborough, Hampshire GU14 7NJ

together referred to as the "Parties" and is effective as of the Commencement Date for the Enabling Agreement.

WHEREAS:

RECITALS

- (A) The Customer wishes for the Supplier to provide Offline and Online Travel Solutions to the Customer under the centralised arrangements that the Authority has put in under the Commercial Agreement for purchasing such services by the Customer.
- (B) The Commercial Agreement referenced in Recital A above for the Services was entered into between the Authority and the Supplier on 27th February 2018.
- (C) With reference to Recitals (A) and (B) above, the Customer wishes, and the Supplier has agreed to provide the Services in accordance with the terms and conditions of the Enabling Agreement.

NOW IT IS HEREBY AGREED as follows:

PART A

1A PART A PROVISIONS

1A1 Initial Enabling Agreement Period

1A1.1 The Enabling Agreement shall take effect on the Commencement Date of the Enabling Agreement and, subject to Clause 1A1.2 below, shall continue until the end of the Initial Commercial Agreement Period of the Commercial Agreement.

1A1.2 The Enabling Agreement shall continue:

- (a) until its expiry;
- (b) The Customer shall have the right at the end of the Initial Enabling Agreement Period to elect to extend this Enabling Agreement for one or more further periods, totalling no more than twelve (12) months in aggregate (each an "Extension Period") on and from the expiry of the Initial Enabling Agreement Period by giving the Supplier not less than six (6) months' written notice prior to the date of expiry of the Initial Enabling Agreement Period or the then-existing Enabling Agreement Period (if previously extended), as applicable;
- (c) unless the Enabling Agreement is terminated in accordance with the terms of the Enabling Agreement provided always that such termination is escalated to the Authority and the Supplier for resolution in accordance with the Dispute Resolution Procedures in Schedule 14 (Governance) of the Commercial Agreement, as more particularly described in Clause A19.4 of the Commercial Agreement.

1A2 Beneficiaries – the Customer

1A2.1 The Supplier acknowledges and agrees that the rights and benefits of the Authority as set out in the Clauses of Part A of the Commercial Agreement, Schedule 5 (Security Requirements), Schedule 22 (Business Continuity and Disaster Recovery) and Schedule 7 (Implementation Schedule) to Schedule 17 (Exit) of the Commercial Agreement are not solely for the benefit of the Authority and will, where applicable, also be for the benefit of the Customer. Unless otherwise stated in the Enabling Agreement, the Customer will be a Third Party Beneficiary under the Commercial Agreement in respect of rights and benefits under the Clauses of Part A of the Commercial Agreement, Schedule 5 (Security Requirement), and Schedules 7 (Implementation Schedule) to Schedule 17 (Exit), as more particularly described in Clause A6 of the Commercial Agreement.

1A3 Beneficiaries – the Authority

- 1A3.1 The Customer and the Supplier agree that the Authority is a beneficiary under the Enabling Agreement and has a right to enforce the relevant terms of the Enabling Agreement in accordance with Clause B35.12 of the Commercial Agreement.

1A4 Performance of the Services

- 1A4.1 The Supplier shall provide the Services in accordance with the terms of the Enabling Agreement, including Schedule 1 (Definitions) to Schedule 4 (Pricing and Invoicing) and Schedule 6 (Staff Transfer and Pensions).

1A5 Termination and Dispute Resolution Procedure

- 1A5.1 Notwithstanding any other provision of the Enabling Agreement, the Parties agree that any termination right that either the Supplier and/or a Customer may wish to exercise under the Enabling Agreement, shall be escalated to the Authority and the Supplier for resolution in accordance with Dispute Resolution Procedure in Schedule 14 (Governance) of the Commercial Agreement. The Parties agree that the relevant Enabling Agreement cannot be terminated unless and until the Dispute Resolution Procedure is followed in accordance with this Clause 1A5.1 and Clause A19.4 of the Commercial Agreement.

- 1A5.2 Notwithstanding any other provision of the Enabling Agreement, in respect of all Disputes between the Customer and the Supplier that are being attempted to be resolved in accordance with the terms of the Enabling Agreement, if such Dispute has not been resolved by the end of the commercial negotiation phase under Clause 1C1.6 of the Enabling Agreement, such Dispute shall be escalated to the Authority and the Supplier for resolution in accordance with Dispute Resolution Procedure in Schedule 14 (Governance). For the avoidance of doubt, the escalation pursuant to this Clause A5.2 to the Authority and the Supplier under Schedule 14 (Governance) shall commence at the level beginning at paragraph 6.1(2) of Schedule 14 (Governance).

1A6 Consent of the Authority

- 1A6.1 The Parties agree that any changes that need to be made to the Enabling Agreement (including prior to its execution by the Parties) shall require the prior written approval of the Authority. Such prior written approval shall be in accordance with Schedule 16 (Variation of Commercial Agreement Form). Any amendment made in the Enabling Agreement or an attempt in the Enabling Agreement to amend the Commercial Agreement shall be void and of no effect unless such amendment has been made in accordance with this Clause A16.1.

- 1A6.2 The Customer and the Supplier shall inform the Authority in writing prior to entering into an Enabling Agreement. Such prior written approval shall be in accordance with Schedule 16 (Variation of Commercial Agreement Form).
- 1A6.3 The Customer and the Supplier shall not agree or incorporate any Special Requirements in Annex 2 (Customer Bespoke Service Requirements) without the prior written approval of the Authority. Such prior written approval shall be in accordance with Schedule 16 (Variation of Commercial Agreement Form).
- 1A7 **Incorporation of the Clauses and Schedules of the Commercial Agreement into the Enabling Agreement**
 - 1A7.1 Part B and Part C of the Enabling Agreement sets out the terms and conditions dealing with which Clauses (or parts thereof) of the Commercial Agreement and which Schedules (or parts thereof) of the Commercial Agreement are incorporated into the Enabling Agreement

PART B

1B PART B PROVISIONS

1B1 Incorporation of the Clauses of Part B of the Commercial Agreement

1B1.1 Save as otherwise set out in Part C below, from the Commencement Date of the Enabling Agreement, the Clauses of Part B of the Commercial Agreement are incorporated into this Part B of the Enabling Agreement.

1B2 Incorporation of Schedule 1 (Definitions) to Schedule 6 (Staff Transfer and Pensions)

1B2.1 Save as otherwise set out in Part C below, from the Commencement Date of the Enabling Agreement, Schedule 1 (Definitions) to Schedule 6 (Staff Transfer and Pensions) of the Commercial Agreement are incorporated into the Enabling Agreement as Schedule 1 (Definitions) to Schedule 6 (Staff Transfer and Pensions) of the Enabling Agreement.

1B3 Clauses of Part A of the Commercial Agreement, Schedule 5 (Security Requirements) and Schedule 7 (Implementation Schedule) to Schedule 17 (Exit) of the Commercial Agreement

1B3.1 Subject to Clause A2.1 of the Enabling Agreement, the Parties acknowledge and agree that the Clauses of Part A of the Commercial Agreement, Schedule 5 (Security Requirements), and Schedule 7 (Implementation Schedule) to Schedule 17 (Exit) are not incorporated into the Enabling Agreement.

PART C

1C PART C PROVISIONS

1C1 Changes to Clauses of Part B of the Commercial Agreement

- 1C1.1** Unless otherwise stated in this Part C, all references to "Authority" and "Commercial Agreement" in the Clauses of Part B of the Commercial Agreement or Schedule 1 (Definitions) of the Commercial Agreement shall, as incorporated into the Enabling Agreement in accordance with the Clauses in Part B of the Enabling Agreement, be regarded as references to the "Customer" and "Enabling Agreement", respectively.
- 1C1.2** Unless otherwise stated in this Part C, all references to "Customer" and "Enabling Agreement" in the Clauses of Part B of the Commercial Agreement or Schedule 1 (Definitions) of the Commercial Agreement shall, as incorporated into the Enabling Agreement in accordance with the Clauses in Part B of the Enabling Agreement, be regarded as references to the "Authority" and "Commercial Agreement", respectively.
- 1C1.3** Unless otherwise stated in this Part C, all references to "Enabling Agreements", "any Enabling Agreements" or "an Enabling Agreement" in the Clauses of Part B of the Commercial Agreement or Schedule 1 (Definitions of the Commercial Agreement) shall, as incorporated into the Enabling Agreement in accordance with the Clauses in Part B of the Enabling Agreement, be regarded as references to the "the Enabling Agreement".
- 1C1.4** Unless otherwise stated in this Part C, all references to "Commencement Date" in the Clauses of Part B of the Commercial Agreement or Schedule 1 (Definitions) shall, as incorporated into the Enabling Agreement in accordance with the Clauses in Part B of the Enabling Agreement, be regarded as references to the "Commencement Date" of the Enabling Agreement.
- 1C1.5** For the purposes of incorporation of Clause B35.12 (a) of the Commercial Agreement into the Enabling Agreement, it shall be deemed to include the Authority as a Third Party Beneficiary in respect of Clause A3 of the Enabling Agreement.
- 1C1.6** The Dispute Resolution Procedure for the Enabling Agreement is the same as the Dispute Resolution Procedure set out in paragraph 6 of Schedule 14 (Governance) of the Commercial Agreement save that if the Dispute between the Customer and the Supplier is not resolved after the commercial negotiations phase described in paragraph 6.2(1) Schedule 14 (Governance), the Parties will escalate such unresolved dispute to the Authority and the Supplier for resolution under the Dispute Resolution

Procedure of the Commercial Agreement in accordance with Clause A5.2 of the Enabling Agreement and Clause A19.5 of the Commercial Agreement.

1C1.7 The following Clauses are incorporated into the Enabling Agreement in accordance with this Part C subject to the following terms:

- (a) the text in Clause B1.2(a)(ix) shall be replaced with: "any reference to the Enabling Agreement includes Schedule 1 (Definitions) to Schedule 4 (Pricing and Invoicing) and Schedule 6 (Staff Transfer and Pensions);"
- (b) [NOT USED]
- (c) Clause B1.2(c) shall not be amended on incorporation into the Enabling Agreement;
- (d) Clause B2.1 (Key Personnel) shall not be amended on incorporation into the Enabling Agreement;
- (e) Clause B.2.2 (Supplier Personnel) shall not be amended on incorporation into the Enabling Agreement;
- (f) Clause B6.5(a) shall not be amended on incorporation into the Enabling Agreement except that "Commercial Agreement" shall be changed to "Commercial Agreement and the Enabling Agreement";
- (g) Clause B6.5(c) shall not be amended on incorporation into the Enabling Agreement except that "Authority" shall be changed to "Authority and/or Customer";
- (h) [NOT USED]
- (i) the text in Clause B7.2(d) shall be replaced with:

"The Supplier acknowledges and agrees that any Service Credit is a price adjustment and not an estimate of the Loss that may be suffered by the relevant Customer as a result of the Supplier's failure to meet the Service Levels in accordance with Schedule 3 (Service Levels and Service Credits)";
- (j) any reference to "Management Charge" in the text in Clause B8 (Variation Procedure) shall be changed to "Charges";
- (k) a new Clause B8.1(e) shall be added to Clause B8 (Variation Procedure) which states:

"notwithstanding the provisions of this Clause B8 above, any variation of the Enabling Agreement is subject to the terms of Clause A6 (Consent of the Authority) of the Enabling Agreement,"

(l) the text in Clause B17.2(k)) shall not be amended on incorporation into the Enabling Agreement;

(m) Clauses B21 to B23 shall not be amended on incorporation into the Enabling Agreement;

1C2 Changes to Schedules 1 (Definitions) to Schedule 4 (Pricing & Invoicing) and Schedule 6 (Staff Transfer and Pensions)

1C2.1 *[Drafting Note: Insert any changes if relevant.]*

Signed for and on behalf of the Customer, Care Quality Commission

By:

Name:

My position is [REDACTED] and I confirm that I have authority to sign this Enabling Agreement on behalf of Care Quality Commission.

Date:

Signed for and on behalf of Hogg Robinson (Travel) Limited (trading as HRG UK)

By:

Name:

Title:

Date:

Annex 1 – Pick List

The Customer must provide the following information to the Supplier upon signing the Enabling Agreement, to assist the successful set up and implementation of this new account for Commercial Agreement RM6016.

Customer Name: - Care Quality Commission

Names of all Departments / ALB's etc. that will be using this Enabling Agreement:

All Departments

Your Name: - Jacqueline Burn

<i>Key Customer Contacts for this Enabling Agreement</i>			
Name	Position	Telephone	Email

Customer address, including postcode

151 Buckingham Palace Road, Victoria, London SW1W 9SZ

Billing Address (if different)

*Care Quality Commission, T70 Payables F175, Phoenix House, Topcliffe Lane,
Wakefield, WF3 1WE*

SECTION A - SERVICE REQUIREMENTS:

The Services required from Commercial Agreement Solution 4 are:-

To be bookable Online	Yes	No	Later
Rail		No	
Air		No	
Accommodation	Yes		
Eurostar		No	
International Vehicle Hire (Authority approval required)		No	

To be bookable Offline	Yes	No	Later
Rail		No	
Air		No	
Accommodation	Yes		
Eurostar		No	

Group accommodation	Yes		
Long stay accommodation		No	
International Vehicle Hire (Authority approval required)		No	
Airport, train station, port parking		No	
Group Booking Service (with individual PNR)		No	
Group Booking Service (without individual PNR)	Yes		
Season Tickets		No	
Transport for London bookings (including Oyster cards)		No	
Rail warrant bookings		No	
Meet and Greet Service		No	
Book for third party travellers	Yes		
Visa, passport, currency		No	
Transport for London bookings (including Oyster cards)		No	
Rail warrant bookings		No	
Meet and Greet Service		No	
Coach or bus tickets		No	
Coach hire with driver	Yes		

Ferry Bookings	Yes		
Taxi Bookings	Yes		
Executive Services		No	
Air charter		No	
Special assistance for exceptional circumstances, e.g. escorted travellers, unaccompanied minors or an accompanied traveller service requirement for visually impaired travellers		No	
Travel Service Implants		No	
Additional Requirements as per paragraph 17 of Schedule 2 (please specify below)			
Any other services: • Insert list here			

Insert here any non-mandatory online and/or offline requirements from Schedule 2 as well as any requirements under Paragraph 17 of Schedule 2 which you would like to discuss with the Supplier during Implementation:

SECTION B – PAYMENT OPTIONS REQUIREMENTS:

Attachment 6D – Enabling Agreement – Solution 4
RM8018 Public Sector Travel and Venue Solutions
Version 1.0

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Pricing Option	B – Commissions Share Model
Payment Options :	Monthly Consolidated invoice accounts, for example 30 days
Invoicing Options :	Monthly Consolidated Invoice - 30 Day Settlement Terms
Returned Commissions:	<ul style="list-style-type: none"> • Annually (where applicable) • Via BACs

SECTION C - TRAVEL POLICY & PROCESS REQUIREMENTS:

The Customer must provide contact details of the individual/s that are to receive the agreed invoice (if applicable). The Supplier shall email all invoices. Please complete the table below.

Email Address	Finance Contact Name	Telephone Number

The Customer must list all mandatory cost codes, purchase order numbers or any other codes that need capturing: Please complete the table below.

Code Fields title: (e.g. Cost Centre, PO Number etc.)	Mandatory Field: (Yes/No)	Format: (e.g. Validation table, Mask, Drop down). <i>*Please also provide any list of codes.</i>	Shown on Invoice?	Additional comments:
Cost Centre	Yes	Validation table eg (P36142)	Y	Stored in Booker/traveller profiles, with the exception of non CQC staff such as Bank Inspectors where the traveller does not have a profile
Staff number	Yes	Validation Table Eg. 27288953	Y	Stored in Booker/traveller profiles, with the exception of non CQC staff such as Bank Inspectors where the traveller does not have a profile
Reason for Travel	Yes	Drop down	Y	Asked at time of booking

Online Booking System Policy Configuration and Offline Service(s) Access	Customer Response
Do you have any other reason codes than listed in Schedule 2	Yes
If Yes, please specify:	Reason for travel: separate list to be provided and agreed during implementation
Do you have any policies on class of rail travel?	N/A
If Yes, please specify:	N/A
Do you have a preferred default method for rail ticket fulfilment?	N/A
If Yes, please specify:	N/A
Do you wish to purchase or lease desktop or kiosk printers?	N/A

If Yes, please specify: i.e. The number, type, whether purchases or leased and location of the printers.	
Do you require maintenance contracts associated with either purchased, leased or Customer Owned ticket printers?	N/A
If Yes, please specify:	
Do you have any policies on class of air travel?	N/A
If Yes, please specify: e.g. do not display / provide first class air fares	
Do you have any policies on flight duration? If Yes, please specify below*	N/A
Do you have any policies on accommodation? If Yes, please specify below**	Yes
Do you want the Supplier to operate a rate cap management policy? ***	Yes
If Yes, please specify:	Shown in table below - Accommodation Spend Limits**
Do you require the exclusion of sale of certain routes or airlines? Locations or accommodation providers?	No

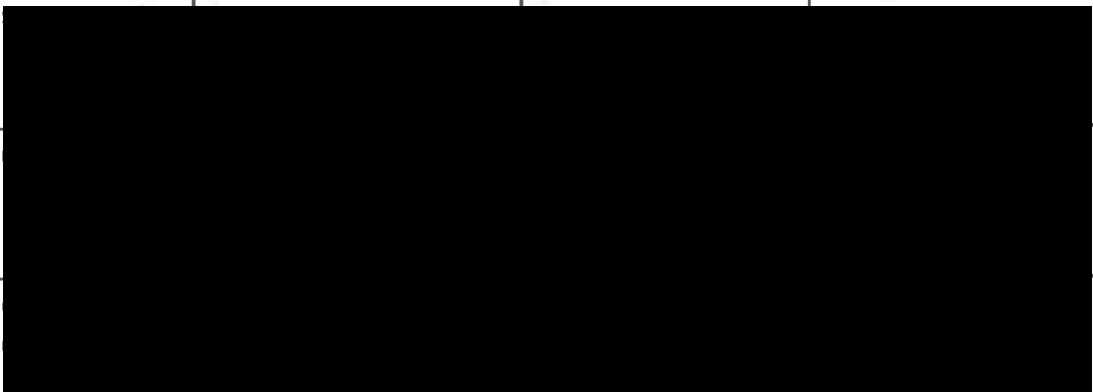
If Yes, please explain the reasons behind such exclusion:	
Do you require pre-trip authorisation?	No
If Yes, please specify:	
Do you require a bespoke automated attendant model and/or interactive voice response telephone script?	No
If Yes, please specify:	
Do you require the facility to book valuable or sensitive items on flight or rail bookings?	N/A
If Yes, please specify:	
Do you require the facility for offline bookings to be made without the need to create or store permanent traveller profile?	Yes
If Yes, please specify:	CQC will be required to book and pay for accommodation for external people e.g. Experts by Experience, Specialist Advisors and Bank Inspectors who attend CQC's Inspections
Have you provided a copy of your Travel Policy?	Yes
Do you need to update the list of cost centre codes, employee numbers, GL strings, Project	No

Codes or WPS numbers more than 12 times per year.	
Any other policy requirements? If Yes, please specify:	
Any other special booking requirements? If Yes, please specify:	Please insert message to CQC staff online regarding out of Policy bookings and the correct process to follow. TBA during Implementation

Flight Duration Policy*

Flight Duration In hours	Class of Travel Permitted	Comments:
N/A		

Accommodation Spend Limits**

Location:	Accommodation cap/Amber Policy	Cut off cap/Red Policy (if applicable)	Comments:
			

Rate Cap Management Policy***

An example policy may be to use a Green, Amber and Red approach as above. Please note use of a Red policy may restrict people booking hotels when prices fluctuate.

1. Green – Anything under the hotel policy cap is within policy and can be booked
2. Amber – Anything over the hotel policy cap can be booked, but the booker will have to provide a reason code to explain why they are booking over an agreed rate.
3. Red- Anything over the cut-off cap will be restricted and cannot be booked.

ANNEX 2 – Customer Bespoke Service Requirements

[Drafting Note: This Annex will only require population if the Customer and the Supplier wish to clarify or provide further detail in relation to the existing Services. It cannot be used to change the terms of the Enabling Agreement and/or the Commercial Agreement.]

n/a

ANNEX 2a – Specification of Requirements, tenders for Further Competition.

N/A

ANNEX 2b - Outputs from Direct Award / Further Competition

Commission Share Pricing Model as below

Please note provided is a simple overview of our PSTVS fee offering, please refer to the Commercial Agreement for full list of fee

Booking Fees with Commission SHARING - 30.01% of Net Commissions received by HRG are returned to client			
Pricing Group	Booking Type & Transaction Description	Online	Offline
	Rail		
Rail Tickets	Rail Booking		
	Ticket issued on customer own printer (fee in addition to booking fee)		
	Ticket collected at any UK mainline station (fee in addition to booking fee) *		
	Refund		
	Amendment/Exchanges		
	Cancellation Fee		
	Postage of tickets by HRG (1st or 2nd class post - special delivery is extra)		
	Season Tickets or Carnet		
	Out of Hours Surcharge		
	Rail Printer conversion (to Trainline)		
	Accommodation		
Accommodation	Accommodation Booking - GDS		
	Accommodation Booking - Non GDS		
	Refund		
	Amendment/Cancellation		
	Billback fee per transaction		
	Out of Hours Surcharge		
	Air		
Air / Eurostar	Air Booking - Domestic		
	Air Booking - European or Eurostar		
	Air Booking - International		
	Refund		
	Amendment/Cancellation		
	Out of Hours Surcharge		
	Additional services		
Additional Fees	Special Assistance for exceptional circumstances		
	Ancillary services e.g. excess baggage, seat selection		
	Multisector Booking Fee		
	Multisector Refund Fee		
	Multisector Amendment, Exchange or Cancellation Fee		
	Vehicle Hire, Taxi, Ferry, Airport Parking, Coach		
	Vehicle Hire Billback		
	Currency Service		
	Passport & Visa		
	Out of Hours Surcharge		
	Credit Card Merchant Fees		
	Supplier Credit Card Merchant Fee (Percentage)		

ANNEX 3 – Customer-Level Go Live Implementation Plan

[Drafting Note: The Customer-Level Go Live Implementation Plan will be populated in accordance with the terms of Schedule 7 (Implementation Plan) and Schedule 5 (Security Requirements for Solution 4)].



**HRG Implementation
Plan CQC.XLSX**

ANNEX 4 – Reporting

[Drafting Note: In addition to the content specified in Schedule 13 (Management Information), any further MI reports and information required by the Customer will be defined and mutually agreed during the implementation phase and set out in this Annex.]

1. Accurate, timely and comprehensive Management Information (MI) will be required by the Customer to effectively manage the Commercial Agreement.
2. In accordance with Schedule 13 (Management Information), the Supplier shall provide the following MI reports to the Customer:
 - 2.1. [n/a]
 - 2.2. [n/a]
3. Accurate, timely and comprehensive Management Information (MI) will be required by the Enabling Authority to effectively manage the Contract. In accordance with Paragraph 7 of Schedule 13 (Management Information), the Supplier shall provide the following MI reports to the Enabling Authority:
 - a) Bookings that have been made outside of the Enabling Authority's Travel Policy
 - b) Number of accommodation non arrivals (no shows) that has resulted in the accommodation venue applying charges
 - c) Changes made throughout the booking lifecycle, enabling Enabling Authorities to identify behavioural trends which occur between booking and travel
 - d) "Missed savings", including the value (£s) of missed savings
 - e) Dashboard summarising the following information, in both a graphical and table format:
 - f) For all Travel Booking Services:
 - i. Spend by individual month and cumulative for the reporting year, for each category (i.e. rail, accommodation, air, and booking fees) detailing total spend, number of transactions and average ticket price/room rate in table format, with % spend split in graphical format.
 - ii. Number and value of refunds and cancellations across air, rail and accommodation.
 - g) For air:
 - i. Top 10 suppliers by spend and number of journeys including average fares

- ii. Top 10 routes by spend and number of journeys
- iii. Top 10 travellers by spend and number of journeys
- iv. Number and % of journeys under 300 miles
- v. Domestic (UK), short haul and long haul flights, split by spend and volume.

h) For rail:

- i. Top 10 routes by spend and number of journeys including average fares
- ii. Top 10 travellers by spend and number of journeys
- iii. Out of policy bookings detailing number of bookings and spend split by the reason codes defined in Annex 1 of Contract 3
Schedule 2 : Services Part A: Specification of Requirements
- iv. % restricted and out of policy tickets for journeys over 50 miles
- v. Total value and volume of missed savings opportunities
- vi. % spend by ticket type in graphical format
- vii. Number and % of bookings by despatch method
- viii. Number of first class bookings.

i) For accommodation:

- i. Top 10 locations by spend and number of room nights including average room rates
- ii. Top 10 accommodation venues by spend and number of room nights
- iii. Top 10 accommodation travellers by spend and number of room nights
- iv. Out of policy bookings detailing number of bookings and spend split by the reason codes defined in Annex 1 of Contract 3
Schedule 2 : Services Part A: Specification of Requirements
- v. Cost incurred where the cost of cancellation or refunds, and fees incurred in administering the cancellation or refunds, outweighs the original transaction cost

- 4.** In addition to the MI reports and information set out above in this Schedule, the Customer and the Supplier agree that the Supplier shall provide the following MI reports and information to the Customer (templates to be provided by the Authority following award of the Commercial Agreement):

ANNEX 5 – Key Personnel

[Drafting Note: The Key Personnel and Key Roles and Key Personnel will be listed in this Annex in accordance with Clause B2 of the Commercial Agreement.]

1. General

- 1.1. The Supplier has assigned the following Key Personnel to the Enabling Agreement in the Key Roles detailed below:

Key Role	Key Personnel

ANNEX 6 Transferring Employees

[Drafting Note: The Transferring Employees will be listed in this Annex prior to signature of the Enabling Agreement in accordance with the terms of Schedule 6 (Staff Transfer and Pensions).]

n/a

