

Secondment Principles



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As market operator for the non-household water market, MOSL believes that secondments are a great opportunity for us to work with our members and wider stakeholders to share learnings and experiences of operating in the market.

We are keen to work with our members and other industry bodies to support collaboration and enable trading parties to be directly involved in MOSL's work at the heart of this growing market. Secondments of trading parties to MOSL will provide dual benefits and give trading parties (the secondees) a high-level view on how the market operates and the opportunity to be directly involved in key projects that impact the market, for example, the bilateral transactions project. Secondments of MOSL colleagues to trading parties will equally enable MOSL to gain valuable insight into the pain points experienced by trading parties from finding market information to managing transactions and various portals. Secondments will also be considered within other water industry bodies such as Ofwat, CC Water, WaterUK.

Below are the general guidelines to secondment opportunities at MOSL:

- ◆ Vacancies for secondments will be posted on the MOSL website and are open for all trading parties to apply
- ◆ Where trading parties or industry bodies have suitable secondment opportunities for MOSL they are requested to email our [Communications Inbox](#) with information about the role/project and department
- ◆ Secondees will remain contractually employed by their 'home' organisation and seconded to a 'host' organisation
- ◆ Host and home organisations will jointly agree the purpose of the secondment, the duration and how success will be measured
- ◆ Terms for the secondment will be set out prior to the start of the secondment
- ◆ The host organisation will reimburse the home organisation the salary for the role (plus living expenses if required) with the home organisation carrying any additional cost. For example, if MOSL has a project role budgeted at £25,000 per annum full time equivalent and the trading party seconds a colleague whose salary is £35,000, MOSL will pay £25,000 plus temporary living expenses and the balance will be the responsibility of the trading party.
- ◆ Secondees will be provided with a line manager at their host organisation who will manage the secondee on a day-to-day basis
- ◆ Secondees will be required to complete confidentiality agreements ensuring that any commercially sensitive data they may be exposed to is not shared with the home organisation or with other trading parties
- ◆ Secondments with MOSL will be based in Southampton although other locations may be considered on a project by project basis.