



SERVICES DESIGN TECHNOLOGY International



Technical Support  
to Contractors



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## What is secondment?

There is no specific definition of the term 'secondment'; its meaning in relation to a contract of employment is ambiguous and capable of multiple meanings.

The parties to such an arrangement must be clear as to the meaning of secondment under the contract and have regard to applicable employment laws. In broad terms, a secondment may be within the particular organisation, but it may also apply to the placement of an employee with another employer.







## What is a placement secondment?

This type of secondment usually means an employee remains an employee of their existing employer. A commercial agreement is entered into between the employing entity and a third party company pursuant to which an employee will perform duties for the benefit of that third party company. At no time does the employee become employed by the host company.





## What is a transfer secondment?

This usually refers to an employment relationship that is established between an employee and the host company in the secondment location. Sometimes the existing employment relationship with the original entity is terminated.

Alternatively, the existing relationship can be ‘frozen’ or placed in abeyance to some extent. This gives rise to a dual employment scenario.

Typically, in this scenario, an employee will not be required to perform duties for the host company and the host company will not be required to pay a salary.





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## About SDT

SDT international was established in 1991 as an engineering consultancy company that provides comprehensive range of services in the Structural, Mechanical, Electrical, Infrastructure, Environmental and Plumbing design.

For the past 22 years, we have been a pioneering force in the planning, design and implementation of development projects in the Middle East, UK and Australia.

With six offices in six countries, we employ high caliber specialized engineers capable to apply innovative approaches to design and deliver practical and cost effective solutions.

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