

**TO: LOCAL JOINT COMMITTEE
3 JUNE 2014**

**GROUNDS MAINTENANCE TUPE TRANSFER UPDATE
(Director of Environment, Culture & Communities – HR)**

1 INTRODUCTION

- 1.1 The purpose of this report is to update the Committee on the progress of the TUPE transfer of Grounds Maintenance employees following the Public Realm procurement exercise which awarded the future provision of Grounds Maintenance to a private contractor, Continental Landscapes Ltd.

2 SUPPORTING INFORMATION

- 2.1 The Public Realm procurement process took place between September 2013 and March 2014. As a result of this, the Grounds Maintenance (Landscape) service has been awarded to an external private contractor, Continental Landscapes Ltd, with effect from 1st October 2014.
- 2.2 Continental Landscapes is a large employer with over 800 employees. They have previous experience working with local authorities and currently have contracts with Poole Borough Council, City of Westminster and the London Borough of Richmond.
- 2.3 The 27 Landscape employees were informed of the outcome of the procurement exercise and the recommendations to the Executive in a meeting on 28th February 2014. The employees have also been kept informed of the progress of this issue in a series of meetings since then; a TUPE briefing session was held with the employees and Unison representatives on 9th April.

An initial introduction to Continental Landscapes and some of their operational staff was held with the employees and Unison on 8th May and further meetings will be held with employees and Unison throughout the transition period.

- 2.4 The ECC HR team are currently working closely with Continental Landscapes HR to provide all the required transfer information to ensure a smooth transition.

3 EQUALITIES IMPACT ASSESSMENT

- 3.1 All TUPE transfers are undertaken in accordance with current employment legislation.

4 STRATEGIC RISK MANAGEMENT ISSUES

4.1 These are as per the Public Realm Executive report.

Background Papers

Executive Report: 8th January 2013

Executive Report: 11th March 2014

Contact for further information

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