

**POLICE AND CRIME COMMISSIONER FOR  
WEST MERCIA**



**RECORD OF DECISION**

**TITLE: TUPE of Place Partnership Gardening Staff to PCC**

**Ref: PCC/D/2021/12**

**EXECUTIVE SUMMARY**

Following the withdrawal of Worcestershire County Council (WCC) from Place Partnership from 31 March 2021, shareholders determined to wind up Place Partnership Limited (PPL). The Police and Crime Commissioner determined to deliver estates services through an in-sourced Property Management Service and team. This will be a streamlined function that will manage the delivery of Estate Management, Facilities Management and Project Management services, utilising service providers, contractors as well as providers from relevant outsourced property related frameworks.

PPL employ a team of direct Labour that support the incumbent contractor UK Landscapes grounds maintenance contract. The original Business Case proposed the TUPE transfer of those 3 gardening staff to UK Landscapes in order to maintain a short term arrangement by agreement to provide grounds maintenance services to West Mercia from 1<sup>st</sup> April to 31<sup>st</sup> March 2022. During this time the service would be reviewed and a longer term contract awarded.

The costs and levels of service for the proposal to TUPE staff to UK Landscapes, have been compared to TUPE to the PCC and the latter provides better value for money.

**PROPOSAL**

To TUPE the 3 gardening staff to the in-sourced Property Management Service of the PCC with effect from 1<sup>st</sup> April 2021.

**APPROVAL OF  
West Mercia Police and Crime Commissioner**

I hereby approve the above proposal.

Signed

## PART 1 – NON-CONFIDENTIAL/EXEMPT FACTS AND FIGURES

### SUPPORTING REPORT

Having reviewed costs elements to include contract, staffing, set up, operating management and profits, from a cost perspective, it represents better value for the existing PPL Gardening Team to TUPE to West Mercia

Staff are to TUPE to the in-sourced Property Management Service on existing terms and conditions for 12 months whilst West Mercia review the Landscaping contract with a view to Tender the contract out from 1st April 2022.

The benefits include;

- A comparison cost saving of £19,946
- A smooth transition of staff, services and contract specifications and schedules
- Business as usual during transition and post 1<sup>st</sup> April
- Little to no impact on customer (WMP) experience and expectations
- Retention of staff, knowledge, skills and experience
- Staff morale is restored to best levels
- Avoid losing staff, knowledge and experience should they choose to leave / not prefer working for UK Landscapes
- Direct management of staff will enable a collaborative approach and an opportunity to thoroughly review the existing service prior to the tender and award of a more long term contract from 1<sup>st</sup> April 2022
- Opportunity to change and improve upon cultures, working practices, outputs and performance through direct engagement with and proactive management of the Gardening Team

### STRATEGIC CONSIDERATIONS

This decision supports the following element(s) of the Safer West Mercia Plan:

- |  |  |
|--|--|
| <input type="checkbox"/> Putting Victims and Survivors First | <input type="checkbox"/> Building a More Secure West Mercia              |
| <input type="checkbox"/> Reforming West Mercia               | <input checked="" type="checkbox"/> Reassuring West Mercia's Communities |

The decision supports this/ these objective(s) through the following:

- By identifying best value and levels of service, whilst ensuring best management of 'the public purse'
- By setting budgets, and identifying and allocating resources to support both the priorities set out in the Safer West Mercia Plan and to ensure the delivery of essential estates maintenance services and activities

## FINANCIAL COMMENTS

The proposal provides a saving of £19,946 against the original business case involving a TUPE to UK Landscapes for the interim period.

UK Landscapes - Contracts & TUPE Costs Comparison.

Contract Costs Only	£	Contract & UK Landscapes TUPE Costs	£	Contract & In House TUPE Costs	£	Savings
<b>Overall Annual Costs</b>	<b>£81,290</b>	<b>Overall Annual Costs</b>	<b>£178,790</b>	<b>Overall Annual Costs</b>	<b>£158,844</b>	<b>£19,946</b>

## TREASURER COMMENTS

The costs for this proposal are within budget, as part of the overall 2021/22 Estates Budget to which the Treasurer has prepared and have since been approved.

## LEGAL CONSIDERATIONS


By virtue of schedule 11, paragraph 14 of the Police Reform and Social Responsibility Act 2011 the Police and Crime Commissioner may do anything which is calculated to facilitate, or is conducive or incidental to, the exercise of the functions of commissioner. That includes: entering into contracts and other agreements (whether legally binding or not) and acquiring and disposing of property (including land)

## PUBLIC ACCESS TO INFORMATION

Information in this form is subject to the Freedom of Information Act 2000 (FOI Act) and other legislation. Part 1 of this form will be made available on the West Mercia Commissioner's website Any facts and advice that should not be made automatically available on request are not included in Part 1 but instead in a separate Part 2 report.

## OFFICER APPROVAL

**Chief Executive Officer**

Signature 

Date 19<sup>th</sup> March 2021