

Appendix 1

Services transferred back to the Council from Medway Norse and Medway Commercial Group

Leisure Centre Catering

Details of transfer: 23 employees were TUPE transferred from Medway Norse to the Council on 1 September 2017

Action taken by Council:

Decision taken to outsource the catering services at Strood Leisure Centre and Medway Park. In September 2018 the Cabinet agreed to award the contract to Deep Beat Entertainment Ltd and 6 staff members transferred under TUPE on 1 February 2019.

Innovation Centre – Caretakers

Details of transfer: The caretaking function at the Innovation Centre was brought back in-house from Medway Norse on 1 November 2018.

Action taken by Council:

One employee TUPE transferred into Council.

Partnership Commissioning – SEN Travel

Details of transfer: The commissioning for SEN Transport was carried out under a contract with Medway Norse up to 31 July 2017, at which point the service was taken back in-house and two staff members were transferred into the council under TUPE from Medway Norse.

Action taken by Council:

A review of the processes for commissioning and resource allocation for SEN Travel Assistance then took place to implement a range of policy and process changes to provide more rigorous cost control.

The team was reorganised resulting in the deletion of 3 existing posts but the creation of 5 new posts. There was one compulsory redundancy.

Innovation Centre - Catering Services

Details of transfer: Medway Norse advised the Council that they no longer wished to run the catering service at the Innovation Centre. Responsibility for running the service returned back to the Council on 22 December 2017, but these was no subsequent TUPE of staff.

Action taken by Council:

Decision taken to outsource the café service. A procurement exercise was undertaken, but no suitable bids were received. A decision has now been taken to keep the service in-house.

Medway Grid for Learning (MGfL) SLA online

Details of transfer: The MGfL SLA Online system TUPE transferred back to the Council from Medway Commercial Group from 1 September 2018. This involved the transfer of one member of staff.

Action taken by Council:

This service is now managed within the Education department (Children and Adults Directorate) following some internal changes within Corporate ICT.

Governor Services

During July and August of 2018 a number of operational concerns came to light in relation to the conduct of staff who had been TUPED from Medway Council to MCG in order to deliver Governor Services. Staff providing this service both resigned at short notice which created a significant issue in the ability of MCG to provide the service.

Action taken by MCG and the Council:

MCG decided to contract with The Education People (a Local Authority Trading Company owned by Kent County Council) an established and experienced provider of these services. MCG contracted for an initial 12 month period to ensure there was no gap in provision and the Council continued to deliver its statutory duty. The management of this contract was passed back to the Council.