



WESTBURY
TOWN COUNCIL



Westbury Town Council

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DOCUMENT 9

WTC 02 / 2024-25

Date 16/12/2024

**Westbury Town Council:
Tender for grounds maintenance
and Streetscene contract**

APPLICATION OF TUPE

Application of TUPE

The Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) is applicable to this tender. TUPE Protects employees when a business or contract changes hands. In such cases existing employees' rights and conditions generally transfer to the new employer. This includes continuity of employment and protected terms and conditions (pay, hours, pensions).

WTC does not make any representation concerning the application of the TUPE. If Bidders are unsure on the application of their obligations, they should seek legal advice before submitting the tender.

Indicative impact of TUPE on employee costs

The following information is based on WTC's own estimate of the impact TUPE may have on employee costs associated with this contract. WTC is unable to warrant this information, and bidders should seek their own independent advice.

Bidders should be aware that the National Living Wage is due to increase from £11.44 to £12.21 from April 2025.

Employers pension contributions may be factored between 3% and 5% and the Bidder will need to establish if any of the operatives benefit from a retained LGPS pension with a higher employers' contribution rate.

Bidders must be aware that TUPE requirements will be negotiated and agreed between the successful contractor and the existing contractor in the event of any transfer of undertakings.

WTC will not be involved in this process. This may involve the Bidder holding negotiation and consultation meetings with the staff affected.

WTC will review bids received to ensure that the impact of TUPE on employee costs has been applied consistently by bidders.

Idverde Ltd are the present contractors for Wiltshire Council. Bidders should contact Idverde Ltd for TUPE details. Andrew Smith, Operations manager - Email Andrew.Smith@idverde.co.uk
Telephone 01225 769627

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