

# Corporate Property 2020

## News for Corporate Property employees

ISSUE NUMBER 11 / January 2020

Happy new year to you all and I hope you had a relaxing and enjoyable Christmas.

2020 is an important year for Corporate Property and will see many changes in what we do and how we do things. The first of which, and the subject of this newsletter, is the Council establishing two joint ventures with Suffolk County Council. The two joint ventures are:

- Vertas (Derbyshire) Limited - This joint venture will be responsible for cleaning and caretaking and will be known as Vertas.
- Concertus (Derbyshire) Limited – This joint venture will be responsible for design services and will be known as Concertus.

We have deliberately kept the same operating names as the businesses in Suffolk in order that the Derbyshire joint ventures can benefit from

all the commercial expertise that Suffolk has developed as well as its track record of retaining and attracting new customers.

We've arranged a series of consultation meetings and if you have been identified as transferring you will receive a letter with all the information about when and where they are.

The meetings are so the council can formally let you know what will happen to those employees who transfer to the new companies on 1 April. Representatives from Vertas and Concertus will be at the meetings and we'll also invite the trade unions. You'll be able to ask any questions you have, as will the trade unions.

I hope to see you at one of the meetings.

**Dave Massingham**  
**Director of Property**

## Consultation meetings for cleaning and caretaking colleagues

If you are a member of our cleaning and caretaking team please find the closest meeting to you and phone the number given on the far right hand side to book your place. We've organised most of these sessions to be outside of the times that most of our cleaners and caretakers work.

If you book onto a session that is outside of your normal working hours you will be able to claim additional hours and travel expenses. You can talk to your line manager about how to do this, and you will need to sign in to each session when you arrive. You only need to go to one session.

Date	Time	Venue	Room	To book phone
20 January	9am to 11.30 am	County Hall, Matlock	Committee Room 1	01629 539929
21 January	9am to 11.30 am	Lumb Farm Limited, Marehay, Derby Rd, Ripley DE5 8JN	Reception Room	01629 533560
21 January	1.30pm to 4pm	The Arena Church, 1 Rutland St, Ilkeston DE7 8DG	Large Hall	01629 533560
22 January	2pm to 4.30pm	Chesterfield Library, New Beetwell St, Chesterfield S40 1QN	Theatre Room	01629 533230
24 January	9am to 11.30 am	The Palace, Palace Rd, Buxton SK17 6AG	Main Meeting Room	01629 539929
24 January	1.30pm to 4pm	Gamesley Community Centre, Melandra Castle Road, Gamesley, Glossop SK13 6UQ	Large Meeting Room	01629 539929
27 January	9am to 11.30am	Arkwright Centre, Hardwick Drive, Arkwright Town, Chesterfield, S44 5BS	Scarsdale Hall	01629 533560
30 January	9.30am to 12pm	Chesterfield Library, New Beetwell St, Chesterfield S40 1QN	Theatre Room	01629 533230
31 January	9am to 11.30 am	Oakland Village, Hall Farm Rd, Swadlincote DE11 8ND	Village Hall	01629 533560
31 January	1.30pm to 4pm	Ashbourne Town Hall, Market Place DE6 1ES	Village Hall	01629 533560

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## Consultation meetings for design services colleagues

To book your place on one of these briefings please use the phone the number given on the far right hand side to book your place. You only need to go on one session.

Date	Time	Venue	Room	To book phone
28 January	9.30pm to 12pm	County Hall, Matlock	Members Room	01629 533560
29 January	9.30am to 12pm	County Hall, Matlock	Council Chamber	01629 533560

## TUPE

Here are some of the issues raised at the November and December meetings and our answers. Further information will also be provided at the consultation meetings.

### What is TUPE?

TUPE refers to the Transfer of Undertakings (Protection of Employment) Regulations 2006 as amended. This is a piece of legislation which governs the process when employees transfer from one employer to another.

### What does TUPE mean for corporate property employees who transfer?

Some of our employees, such as cleaners, will be transferring to a new organisation who will be taking on the services currently provided directly by the Council. The transfer will be handled under the TUPE Regulations.

### What happens to our current terms and conditions of employment and can they be changed?

The council has sent the new organisations (that is the joint venture companies we will set up with Suffolk County Council) details of all Derbyshire's terms and conditions of employment.

Terms and conditions of employment are things like how much employees are paid, how much mileage we pay, which date employees are paid on.

The Council is currently in negotiations regarding any changes to terms and conditions of employment with the new companies and further details will be provided through the consultation sessions in January.

### Are terms and conditions protected for a specific period after TUPE?

There is no specific time periods for protection. If any changes are proposed after the transfer, the new organisation is required to consult with employees and their representatives before any changes are agreed.

### What happens to collective agreements?

Collective agreements are agreements between unions and employers relating to working conditions and practice and often apply to a specific group of employees rather than the whole workforce for example the Banked Hours Agreement for Craft Worker.

The council is currently in negotiations regarding the transfer of collective agreements and further details will be provided through consultations in January.

### What happens if I get promoted in the new organisations?

If you change employment after the transfer, for example by moving to a different position or being promoted, you will enter into a new contract of employment which may mean you will be employed under different terms and conditions to those relating to your transferred role.