

WEST SWINDON PARISH COUNCIL**Appointment of Legal Advice****1. Background**

- 1.1 West Swindon Parish Council is beginning a process to review future staffing and contracting arrangements. As part of this, the Parish Council needs to be prepared in the event of a TUPE situation arising.
- 1.2 The Parish Manager has contacted three legal firms, Robinson Grace HR, DPH Legal Employment Solicitors and Bevirs Solicitors to enquire on costs and availability to provide independent legal advice to the Parish Council.
- 1.3 To date, Robinson Grace HR is the only company to give a response. Robinson Grace have provided TUPE and employment advice to a number of parish councils including Stratton St Margaret Parish Council and St Andrews Parish Council in Swindon. They have also liaised on behalf of clients with Swindon Borough Council. The rates applied are £75 per hour. This legal firm has indicated that it would be willing to provide advice to the Parish Council and would also be willing to attend meetings or represent the Council as required. As an example, the company indicated that a recent simple TUPE transfer required 10 hours legal time for three employees.

2. Recommendations:

- 2.1 That the Committee instructs the Parish Manager to request Robinson Grace HR to act as the Parish Council's independent legal advisor on any forthcoming TUPE, HR or employment issues

Paula Harrison
Parish Manager