



Nadine Rae
Organising Director
TSSA
Walkden House
17 Devonshire Square
London
EC2M 4SQ

22ND April 2021

Dear Nadine,

RE: Network Rail CEFA Eastern Region Detailed Examinations Contract – Proposed Transfer of Staff from Amey

Thank you for your letter dated 15th April 2021 flagging your concerns in relation to the proposed TUPE transfer of staff from Amey to Bridgeway Consulting Limited ("**Bridgeway**"). I'd like to begin by stressing how delighted we are to win the contract, and how committed we are to creating an excellent working environment for the transferring employees and welcoming them to the Bridgeway team.

As yet, we are still awaiting confirmation from Network Rail of the intended service commencement date. Pending that confirmation, and since being informed by Network Rail of our contract win for the above work, we have been in regular communication with Amey in relation to the proposed TUPE transfer of individuals who are currently assigned to the services.

We have been working closely with Amey to understand both the employee liability information (ELI) provided by Amey as part of its TUPE obligations to us, and also so that we can meet our TUPE obligations to provide Amey with details of the measures we envisage taking in relation to the transferring staff. We believe we have built up a good working relationship with Amey as part of these processes.

I'm sure that you'll appreciate that the legal obligation to inform and consult with appropriate representatives of the employees in scope to transfer to Bridgeway falls on Amey (and not Bridgeway) as Amey is the current employer of those employees. Our legal obligation in relation to the consultation process is limited to the provision of the measures information as mentioned above, but it is Amey who must inform and consult with employee representatives in good time before the transfer.

As such, while Amey has invited us to attend some of the consultation meetings there is no legal obligation requiring our attendance. In addition, although we are keen to attend to consultation meetings so that we can introduce ourselves to employees and answer any questions directly, it is important that this happens at the appropriate stage of the process. Having already attended initial meetings to introduce ourselves in early March, the reason we requested to postpone our attendance at meetings on 29 March and 7 April was that at that stage we were continuing to assess the employee information which had provided to us by Amey and it would have been premature for us to attend to answer questions before we had been able to properly identify and communicate our proposed measures.



We absolutely recognise the need to reassure the employees who are in scope to transfer to us regarding their future employment and we are keen to engage in the consultation process so that we can answer any questions they have about working with Bridgeway, now that we have been able to fully review the information provided by Amey and our measures have been shared with employees. We are currently in contact with Amey to discuss our involvement in the next stage of TUPE consultation and we will continue to engage in the process via Amey.

I hope that this addresses your concerns. If you have any further questions, please do raise them with Amey through the consultation process and Amey will liaise with us accordingly.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Lisa Brackner".

Lisa Brackner
HR Director