

Report to Joint Consultative and Safety Committee

Subject: Recognition of Long Service

Date: 21 February 2017

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1. Purpose

To ask the Committee to support recommendations made by the Senior Leadership Team in respect to recognition of long service and to refer comments on these proposals to the Appointments and Conditions of Service Committee in order to inform decision on policy change.

2. Background

Currently long service with the Council or its constituent bodies is recognised with an award of a gift up to the value of £125 at 25 years' service. This scheme of recognition has been in place and unaltered for more than 20 years.

Senior Leadership Team considered the matter of recognition for long-serving employees and expressed a view that the current arrangements no longer properly recognise loyal service over long lengths of time. The final proposals put forward by SLT take into consideration the need to balance recognition of contributions made by an employee with the public interest and financial constraints.

3. Proposals

Senior Leadership Team proposed the following measures;

- For employees with ten years' service, a letter of appreciation signed by the Mayor will be presented to the employee by their Director, or if the employee prefers, by the Mayor.
- At 25 years' service the employee will be given the choice of either an award of £250 (or a gift to the same value) or an extra week's annual leave to be taken within 12 months of the anniversary date.
- At 40 years' service the employee will receive an award of £500 or a gift up to that value.
- At 50 years' service the employee will receive an award of £1,000 or a gift up to that value.

At 25, 40 and 50 years' service, a letter of appreciation signed by the Mayor will also be presented to the employee by their Director, or if the employee prefers, by the Mayor.

4. Financial Implications

The proposals do have financial consequences, and if implemented from 1 April 2017 will have the following impact which will need to be built into future budgets;

Year	Cost of current scheme	Cost of proposed scheme	Difference
2017/18	£500	£1000	£500
2018/19	£625	£1250	£625
2019/20	£0	£0	£0
2020/21	£750	£2000	£1,250
2021/22	£375	£750	£375

These costings presume that the long-serving employees will remain in service up to the point of the anniversary award.

6. Recommendations

It is recommended that the Joint Consultative and Safety Committee;

6.1 In principle offers support for the proposals made by Senior Leadership Team for implementation from 1 April 2017 and;

6.2 Refers any comments or recommendation onto the Appointments and Conditions of Service Committee which will determine the final policy of the Council.