

Bolsover District Council

Union/Employee Consultation Committee

28th September 2015

Reward, Recognition and Retention Framework
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Report of HR & Payroll Operations Manager

This report is public

Purpose of the Report

To ask UECC to note the attached Reward, Recognition and Retention Framework that sets out the existing approach across the Council.

1 Report Details

- 1.1 The framework attached at **Appendix A** reflects the Council's position regarding Reward, Recognition and Retention. The framework pulls together existing Council practice into a clear framework that demonstrates the current approach to reward, recognition and retention. It is the same approach that has been taken with performance management where a framework has been established to set out the Council's approach.
- 1.2 Appendix 1 of the Framework lists the employee rewards, recognition and retention initiatives that are currently in place. Any proposed changes to initiatives would be progressed through the established approval channels as appropriate.
- 1.3 The Reward, Recognition and Retention Framework has been circulated to the Trade Unions in June 2015 prior to the Investors in People assessment. It has also been discussed at SAMT. Any suggestions in relation to the Framework are welcome.

2 Conclusions and Reasons for Recommendation

- 2.1 It is a recommendation of the extended Investors in People Framework that the Council has a clear approach to reward, recognition and retention. Retaining accreditation against the Investors in People extended framework by July 2015 and full external assessment in 2018 is included in the Corporate Plan. It also reflects people management best practice to have a framework in place that supports reward, recognition and retention and that this is communicated to all employees.

3 Implications

3.1 Finance and Risk Implications

3.1.1 None.

3.2 Legal Implications including Data Protection

3.2.1 None.

3.3 Human Resources Implications

3.3.1 None.

4 Recommendations

4.1 UECC are asked to note the attached Reward, Recognition and Retention Framework that sets out the existing approach across the Council.

5 Decision Information

Is the decision a Key Decision? (A Key Decision is one which results in income or expenditure to the Council of £50,000 or more or which has a significant impact on two or more District wards)	N/A
District Wards Affected	N/A
Links to Corporate Plan priorities or Policy Framework	N/A

6 Document Information

Appendix No	Title
A.	Reward, Recognition and Retention Framework
Background Papers (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet (NEDDC) or Executive (BDC) you must provide copies of the background papers)	
Report Author	Contact Number
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