

**Bolsover District Council**

**Union/Employee Consultation Committee**

**5 June 2017**

<b>Employee Celebration Awards</b>
------------------------------------

**Report of the Joint Assistant Director – HR & Payroll**

This report is public

**Purpose of the Report**

- To consult the Committee on proposed changes to the Employee Celebration Awards.

**1 Report Details**

- 1.1 The current system of quarterly employee awards at the Council was becoming administratively burdensome and had been in place sometime. Therefore a review was appropriate.
- 1.2 Rather than continue with quarterly awards, it was suggested to Cabinet that we might consider having an annual awards ceremony with more awards and make this more of an “event”. Cabinet were supportive of making a change.
- 1.3 A working group was formed including elected members, union officials and HR. The group have met and at Appendix A is the proposal for employee awards at BDC in future.

**2 Conclusions and Reasons for Recommendation**

- 2.1 It is felt that an annual awards ceremony with additional awards available would be more appropriate given the administrative burden quarterly awards places on the certain employees.
- 2.2 Nominations will be requested at an appropriate point prior to the Awards ceremony.
- 2.3 It is believed that making the awards ceremony an annual event and social in nature, this will improve staff morale and demonstrate our commitment to recognising employees in a positive and more public way.

**3 Consultation and Equality Impact**

- 3.1 Consultation has already taken place in terms of a joint working group but putting the proposal to this Committee is for the purpose of consultation.

