Bolsover District Council

Union/Employee Consultation Committee

5 June 2017

Employee Celebration Awards

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.

3.2 There are no specific equality issues arising from the report and all equality issues will be considered in terms of the award ceremony, nomination process etc.

4 Alternative Options and Reasons for Rejection

4.1 The option of continuing with the current practice was considered but rejected on the grounds of the administrative burden it creates. Also, the current practice is very "low key" and does not always publicly recognise those employees who have gone above and beyond in their duties.

5 **Implications**

5.1 Finance and Risk Implications

The cost of the awards are set out in the proposal.

5.2 <u>Legal Implications including Data Protection</u>

None specifically.

5.3 <u>Human Resources Implications</u>

Covered within the report.

6 Recommendations

6.1 That the Union/Employee Consultation Committee endorses the changes to the Employee Awards Scheme.

7 <u>Decision Information</u>

Is the decision a Key Decision?	No
(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)	
District Wards Affected	
Links to Corporate Plan priorities or Policy	Transforming our Organisation
Framework	-

8 <u>Document Information</u>

Appendix No	Title	
Α	Employee Celebration Awards	
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)		
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