

DERBYSHIRE COUNTY COUNCIL

CABINET MEETING

20 February 2012

Report of the Director of HR

LONG SERVICE AWARDS (Finance and Management)

1. Purpose of the Report

To seek approval for a series of presentation evenings to recognise those employees of the Council who have been employed continuously for 25 years and 40 years.

2. Information and Analysis

Cabinet will be aware that long service awards, featuring successful presentation evenings have been held since 1994 to recognise employees of the Council who have attained 25 years' and 40 years' continuous service. There are approximately 400 employees, including teachers, who are currently eligible to receive an award and it is proposed that these employees be invited to attend one of a series of presentation evenings during Spring 2012.

The format of the evenings will be same as those that have taken place previously with the ceremonies being held in the Members' Room at County Hall. It is proposed that the recipients be offered recognition in the form of gift vouchers.

Employees unable to attend the formal presentation evening would be offered an alternative presentation in the workplace.

3. Financial Considerations

The estimated cost of the long service awards would be approximately £92,000 to be met from existing budgets. This includes costs for:-

- Meals for recipients and one guest each
- Gift vouchers of £100 for 25 years' continuous service and £250 for 40 years' continuous service

- The choice of a commemorative gift and framed long service certificate for each recipient.

HM Revenue and Customs have outlined the criteria which must be met by the Authority to prevent any tax or National Insurance implications by awarding employees gift vouchers which will be followed.

4. Legal Considerations

The Director of Legal Services has advised that the proposals comply with the Equality Act 2010 since they encourage and reward loyalty.

5. Other Considerations

In preparing this report the relevance of the following factors has been considered – prevention of crime and disorder, equality and diversity, human resources, environmental, health, property and transport considerations.

6. Key Decision

No.

7. Call-in

No.

8. Officer's Recommendation

That approval is granted to:

- A series of presentation evenings as detailed in the report and
- That the events be agreed as an approved duty for the purposes of the Members' Allowances (Travel and Subsistence).

TONI COMPAI
Director of HR