

DERBYSHIRE COUNTY COUNCIL**SCHOOLS FORUM****6th October 2015****Report of the Strategic Director for Children & Younger Adults****Long Service Awards to school based employees****1. Purpose of the Report**

- (i) To update School Forum on the number of employees of school employees reaching 25 and 40 years continuous service with Derbyshire County Council and eligibility for a long service award; and
- (ii) To ask Schools Forum to consider the future arrangements for funding of long service awards for school employees.

2. Information and Analysis

Derbyshire County Council currently recognises employee continuous service of 25 years and 40 years by way of a long service award. Employees are invited to an evening presentation including a buffet and receive a framed certificate in recognition of this. In addition employees receive a gift voucher of £100 for 25 years' service and a gift voucher of £250 for 40 years' service. This arrangement also includes school employees. To date the Authority has met these costs which for the period June 2013 to December 2015 are set out below.

| | Number of eligible employees | Voucher Cost per employee | Total Cost |
|-------------------|------------------------------|---------------------------|------------|
| 25 years' service | 259 | £100 | £25,900 |
| 40 years' service | 14 | £250 | £3,500 |
| Total Cost | | | £29,400 |

The Authority is currently reviewing the future arrangements of Long Service Awards. Should the decision be taken to continue with the current or an alternative arrangement which involves a gift voucher or monetary sum to employees, the Authority would not be in a position to continue funding this for school employees.

In view of the funding position, the current tranche of school employee awards is likely to be the last one to be funded by the Authority's own resources. In future schools with employees who trigger the above service thresholds would be contacted to ask them if they wish to participate in any scheme but on the clear understanding that they would have to meet the costs from their delegated budgets.

It might be possible to hold funding centrally within the DSG to fund these awards but this would need the approval of the Secretary of State for Education.

3. Officer's Recommendation

Schools Forum is asked to:

- (i) note the report;
- (ii) give its views on the potential future funding arrangements; and
- (iii) consider whether or not it would support an application to the Secretary of State to retain funding centrally for this purpose within the DSG.

IAN JOHNSON
Strategic Director for Children & Younger Adults