

**TEESDALE DISTRICT COUNCIL**

**Report To: EXECUTIVE COMMITTEE**  
**3<sup>rd</sup> November 2008**

**From: Lead Member for Improvement, Councillor JM Salter**

**Ward Member: All**

**Subject: LONG SERVICE AWARDS**

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**1.0 SUMMARY**

1.1 The purpose of this report is to seek approval for giving one off long service awards to employees who will have worked for Teesdale District Council for at least 20 years by 31 March 2009 (when the Council will cease to exist).

**2.0 RECOMMENDATION(S)**

2.1 It is recommended that the Executive Committee:

2.1.1 Approves the suggestion for long service awards to take place in March 2009.

2.1.2 Approves the transfer of £1,000 from contingency to fund the scheme.

**3.0 LINK TO CORPORATE KEY PRIORITIES/AMBITIONS**

3.1 Priority: Improving Together

3.2 Ambition: Be effective community leaders

3.3 Outcome: Develop people, staff and members to achieve their full potential

**4.0 BACKGROUND**

4.1 Following staff suggestions that long service should be recognised when Teesdale District Council comes to an end in March next year, the HR & Improvement Team Leader presented a report to the Joint Consultative Committee (JCC) outlining the current policy of the other District Councils and the County Council.

4.2 Based on the information contained in the report, and having previously approved the principle of rewarding long service, the JCC agreed to recommend that a scheme be adopted.

## 5.0 **PROPOSED SCHEME**

5.1 JCC recommended that:

- Staff with at least 20 years service as of 31 March 2009 be included.
- The award consist of gift vouchers to the value of £50 together with a Certificate of Long Service.
- The awards be presented at a meeting of Full Council.

## 6.0 **STATUTORY CONSIDERATIONS**

6.1 Financial Implications: Approximately 20 members of staff will qualify for the long service award, costing approximately £1000 plus the cost of the certificates. It is recommended that funds are transferred from contingency to meet these costs.

6.2 Risk:

<b>Risk</b>	<b>Category</b>	<b>Implications</b>
n/a		

6.3 Equality and Diversity: The long service award rewards the loyalty of staff, therefore is exempt from age discrimination law.

6.4 Human Resources: None

6.5 Community Safety: None

6.6 Legal Issues: The long service award rewards the loyalty of staff, therefore is exempt from age discrimination law.

**Background papers:      None**

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