

EAST AYRSHIRE COUNCIL

CABINET – 19 MAY 2010

EMPLOYEE EXCELLENCE AWARDS

Report by the Executive Director of Finance and Corporate Support

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to recommend to Cabinet revised arrangements for the Employee Awards Ceremony.

2. BACKGROUND

- 2.1 Following the inaugural event in 2005, the Employee Awards Ceremony has been held annually. The event has become well-established and Audit Scotland in its Audit of Best Value and Community Planning, published in 2006, recognised that the Employee Excellence Award initiative with its high corporate profile supported the Council in demonstrating a clear commitment towards its employees in the context of a positive and supportive working culture.
- 2.2 During the consultation process on the 2010/2011 budget, the frequency and merit of the Employee Awards Ceremony was raised. Whilst there was general acknowledgement that as a method of employee recognition it was a worthwhile event and valued by employees, Elected Members, Community Planning Partners and other external participants questioned the necessity of holding it annually.
- 2.3 Concurrent with the budget consultation the Corporate Management Team had been considering the frequency of the Employee Excellence Awards particularly since the inauguration of the Community Planning Awards event.
- 2.4 It should be noted that the Employee Excellence Awards are not the only method of recognising the contribution of employees. All departments hold events during the year to recognise specific achievements such as academic or training achievements as well as significant employee milestones such as long service.

3. FINANCIAL IMPLICATIONS

- 3.1 The overall cost of the Employee Awards Ceremony in 2009 was £19,417. This was offset by £8,335 of sponsorship giving a total cost to the Council of £11,082.

4. PROPOSAL

- 4.1 It is proposed that the Employee Awards Ceremony be held every two years and that Executive Directors seek increased levels of sponsorship.

5. RECOMMENDATIONS

- 5.1 Cabinet is recommended to agree that:-
- i) the Employee Awards Ceremony be held every two years;
 - ii) the next event be held in October 2011;

- iii) Executive Directors seek to attract increased levels of sponsorship; and
- iv) otherwise note the report.

Alex McPhee
Executive Director of Finance and Corporate Support
4 May 2010

LIST OF BACKGROUND PAPERS

Nil

Members wishing further information should contact Martin Rose, Head of Human Resources, Tel: (01563) 576092.

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