

## **EAST AYRSHIRE COUNCIL**

**CORPORATE GOVERNANCE COMMITTEE: 17 FEBRUARY 2005**

### **EMPLOYEE RECOGNITION EVENT**

#### **Report by the Depute Chief Executive/Executive Director of Corporate Support**

#### **1. PURPOSE OF REPORT**

The purpose of this report is to recommend to the Committee that the Council hold an annual Employee Recognition Event to recognise achievement by employees.

#### **2. BACKGROUND**

Currently the Council recognises academic achievement and long service but this is in an ad hoc way and the recognition does not extend to the work and activity which is done by employees which contributes considerably to the achievement of the Council's strategic aims and objectives.

As a consequence consideration has been given as to how the Council can recognise formally excellence, achievement and innovation amongst its employees. It is felt that this recognition could be given by holding a formal recognition event.

#### **3. PROGRESS**

A short-term working group has been established to map out the issues which require to be addressed in hosting a recognition event. As a first step all Directors have been asked to provide details of what recognition events are held currently.

The responses from Directors indicate that whilst recognition does take place it tends to be informal and ad hoc. Accordingly, the hosting of a corporate event would not cut across any of the ad hoc/informal events which are held currently and which should continue in the future.

The proposal to hold an employee recognition event was considered and endorsed by the Corporate Management Team at its meeting on 2<sup>nd</sup> February 2005.

#### **4. PROPOSAL**

It is considered that there is merit in hosting an employee recognition event. The event would focus principally on innovation and team working and nominations would be made through the intranet or by nomination form supported by publicity in Eastwords.

It is considered that academic achievement should not be recognised at the event as this can be better done at service level throughout the year.

## **5. FINANCIAL IMPLICATIONS**

The costs arising from the event will be met from existing resources and external sponsorship will also be sought.

## **6. RECOMMENDATION**

It is recommended that

- a. the Committee endorse the proposal to hold an Employee Recognition Event in October 2005; and
- b. that update reports be submitted as appropriate.

**Elizabeth Morton**  
**Depute Chief Executive/Executive Director of Corporate Support**

**3<sup>RD</sup> February 2005**

### **LIST OF BACKGROUND PAPERS**

**None**

Anyone wishing further information should contact Martin Rose, Head of Personnel  
(Telephone 01563 576092)