

EAST AYRSHIRE COUNCIL

CORPORATE GOVERNANCE COMMITTEE – 30 MARCH 2006

EMPLOYEE AWARDS CEREMONY

Report by the Chief Executive

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to provide the Committee with information to allow it to consider whether the Employee Awards Ceremony should be held annually.

2. BACKGROUND

- 2.1 At the meeting on 24 November 2005, the Committee in considering the report on the 2005 Employee Awards Ceremony noted the success of the event and agreed to consider holding the event on an annual basis.

3. PROPOSAL

- 3.1 There are a number of factors which members might wish to take account of when considering whether the Employee Awards Ceremony should be held annually. These include:-

The success of the inaugural event

The continuing validity of the areas of activity which were recognised at the 2005 event

The extent of external recognition of our employees

The place which employee recognition, in general, has in our workforce strategy

The response to the event in terms of nominations from employees and citizens

- 3.2 It is clear from the response of individuals who attended the Employee Awards Ceremony and from the decision of the Committee when it considered the report on the matter on 24 November 2005, that the inaugural event was considered to be a success.

- 3.3 The alignment of the award categories to the Council's four principles and the Community Plan underlines the importance of work which contributes to the achievement of the corporate aims and objectives.

- 3.4 The way in which an organisation recognises the contribution of its employees is a measure of the organisation itself. The Council's aims and objectives are achieved principally by the contribution and commitment of its employees and recognition reinforces that commitment. Similarly, many of the Council's services attain external recognition from national bodies and these successes should be acknowledged within the wider Council.
- 3.5 There was a very good response from both citizens and employees to the event as evidenced by the level of nominations received for all award categories. Using that firm base it would be hoped to increase nomination levels in future years.

4. FINANCIAL IMPLICATIONS

- 4.1 The cost of the 2005 event was £21,578 which was offset in part by sponsorship of £5,000 from a range of sponsors. It is considered that costs could be further offset by increased sponsorship. In this connection it should be noted that a number of last year's sponsors have indicated that they would be interested in supporting the event again.

5. LEGAL/POLICY IMPLICATIONS

- 5.1 The Employee Awards Ceremony contributes to the achievement of the guiding principles of the Community Plan in respect of Joint Working & Involving People, Quality & Accessibility and Continuous Improvement and Best Value.

6. RECOMMENDATION

- 6.1 It is recommended that the Committee agree
- a. that the Employee Awards ceremony be held annually;
 - b. to instruct the Depute Chief Executive/Executive Director of Corporate Support to take the necessary action in respect of the event.

Fiona Lees
Chief Executive
10 March 2006

LIST OF BACKGROUND PAPERS

- 1. Previous reports on this subject matter to the Corporate Governance Committee on 17 February and 9 June 2005.**

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