



SOUTH
KESTEVEN
DISTRICT
COUNCIL



Employment Committee

16 November 2022

Report of Councillor Annie Mason,
Cabinet Member for People & Safer
Communities

Recognition Update

Report Author

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Purpose of Report

The purpose of this report is to provide the Employment Committee with an update on employee recognition.

Recommendations

That the Employment Committee:

- 1. Notes the update on South Kesteven's recognition strategy.**

Decision Information

Does the report contain any exempt or confidential information not for publication?	No
What are the relevant corporate priorities?	High performing Council
Which wards are impacted?	All wards

1. Implications

Taking into consideration implications relating to finance and procurement, legal and governance, risk and mitigation, health and safety, diversity and inclusion, safeguarding, staffing, community safety, mental health and wellbeing and the impact on the Council's declaration of a climate change emergency, the following implications have been identified:

Finance and Procurement

- 1.1 In consideration of the financial climate the Council is currently operating in, the recognition strategy has focused on the importance of recognising our people whilst also incurring minimal additional financial pressures.
- 1.2 The changes to long service awards were put in place following the last employment committee and this includes an approximate cost of £3900 per year over the next 5 years. This is a slight increase on the amounts spent under the previous process for recognising long service when employee's leave the Council.
Richard Wyles, Chief Finance Officer

Legal and Governance

- 1.3 Not applicable.

Diversity and Inclusion

- 1.4 Our recognition strategy continues to take account of diversity and inclusion to ensure no negative implications.

Mental Health and Emotional Wellbeing

- 1.5 Building a culture of recognition is important to employee's mental health and emotional wellbeing. The recognition strategy aligns with the internal wellbeing strategy.

2. Background to the Report

- 2.1 The Employment Committee requested an annual report to update on the employee recognition in place and any new initiatives.
- 2.2 At South Kesteven, we want to ensure our people feel valued, inspired and proud of their contributions. We want to create a great company culture by focusing on positively rewarding the right behaviours and celebrate the positive things happening more.

New Recognition Strategy

- 2.3 South Kesteven District Council's recognition strategy has been reviewed with feedback sought from the People Panel and colleagues.
- 2.4 As a result, new initiatives have been introduced as outlined in the table below:

#TeamSK Thank You	Peer to peer nominations to say 'thank you' to a colleague and give a reason why. This was introduced in August and the first month attracted more than 50 nominations, followed by 47 in September. A draw was made of all the nominees and the winners received an additional day's annual leave.
#TeamSK Thank You cards	Designed and ordered for senior management and Members to use to give personal recognition to colleagues.
Revised long service awards	These were previously awarded when colleagues leave SKDC. The new process means colleagues are rewarded when the anniversary takes place making long service recognition more meaningful and timely. Amounts given were also reviewed and benchmarked.
Manager discretionary recognition	Giving managers the autonomy to say thank you to individuals within their teams for a great job or going the extra mile.
Employee awards event	We know that there are many, many examples where colleagues across SKDC have made outstanding contributions and in December 2022, we'll hold an awards event to celebrate these.

- 2.5 Recognition and benefits that continues include:

+5 days annual leave for 5 years service	Continuation of this benefit.
Cycle to work	Government initiative that allows employees to get a brand new bike and safety equipment, all tax free.

Wellbeing support	'My Healthy Advantage Plus' provides enhanced wellbeing tools and features that are designed to improve physical and mental health. We also have the EAP and an extensive internal wellbeing plan.
Car leasing scheme	Lease a car through pay and the package includes all tax, insurance, servicing and AA cover.
Eye testing	For employees regularly using display screen equipment as part of their work, they are entitled to a free test every two years and a possible contribution towards the cost of glasses.
Network Benefits	Employee benefits scheme which is free to everyone who works for SKDC and includes discounts on lots of brands.

6. Consultation

- 6.1 The People Panel continue to be involved in the recognition strategy, as do our Union representatives, as we continue to explore recognition that is meaningful to our people.