

PERSONNEL COMMITTEE

2ND SEPTEMBER 2024

REPORT OF THE HEAD OF PEOPLE AND ORGANISATIONAL DEVELOPMENT – SHEENAGH REES

Revised Long Service Award Scheme

Purpose of Report

To propose a revision to the Long Service Award Scheme for employees of the Council.

Background

The Long Service Award Scheme has been in operation since 1999 and rewards employees who attain 25 years' service with Neath Port Talbot Council and its predecessor authorities, West Glamorgan County Council, Neath Borough Council, Port Talbot Borough Council and Lliw Valley Borough Council. Employees who reach this milestone are awarded £250 in Edenred Vouchers which allows them to purchase goods and services from a wide variety of retailers including hotels and restaurants. The HR Team administer the awards once a year in June/July.

Proposal

This year, one of our employees has attained a remarkable 50 years' service with the Council (and its predecessor authority). As a result of this and to mark this milestone for any employee who reaches this landmark in the future, it is proposed to review the Policy and add in an additional award for those employees who reach 50 years' service. It is proposed that they receive an additional £250 long service award. In addition to this, all employees who reach 50 years' service will also have the option to attend a reception with the Mayor and will be asked if they wish to invite some of their colleagues along to celebrate with them, and their Corporate Director and Head of Service.

The proposed revised Long Service Award Scheme is attached at Appendix 1.

Financial Impacts:

This proposal will have a financial impact on any service that has an employee attaining 50 years' service (as the cost of the award is charged to the service). However, we have assessed the current workforce and the number of employees due to reach this in the next 5 years is minimal.

Integrated impact assessment:

A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. The first stage assessment, attached at appendix 2 has indicated that a more in-depth assessment is not required. A summary is included below:

“A full impact is not required as there is no impact on any protected group. It also has no negative impact on bio-diversity or the Welsh Language”.

Valleys Communities Impacts:

No Impacts.

Workforce Impacts:

It is anticipated that the change to this policy will have a positive impact on employees, as it shows that the Council values and appreciates them and their long service with the Council.

Legal Impacts:

No impact.

Risk Management Impacts:

No impact.

Crime and Disorder Impacts

No impact.

Counter Terrorism Impacts

No impact

Consultation:

There is no requirement under the Constitution for external consultation on this item. The proposed revisions to this policy have been fully endorsed by the Trade Unions.

Recommendations:

It is **RECOMMENDED** that Members **APPROVE** the revised Long Service Award Scheme.

FOR DECISION

Appendices:

Appendix 1 – Revised Long Service Award Scheme

List of background papers:

None

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