

35. **Long Service Awards**

**NOTE:** The Democratic Services Officer wished it to be recorded that the meeting was inquorate. She provided confirmation of the quorum for this Committee as laid down in the terms of reference within the City of Lincoln Council's Constitution. Therefore, the meeting would be continued informally and would report in an advisory capacity to the Executive.

Ali Thacker, HR and Payroll Team Leader:

- a) presented a report for JCC consideration and comment on the proposed changes to the Councils Long Service Award Policy
- b) confirmed that in 2015, the Council introduced a Long Service Award Policy which aimed to recognise and reward long serving employees of more than 20 years' service with the Council
- c) reported that current policy stated that only service at the City of Lincoln Council (CoLC) would count towards long-service awards and therefore, continuous service built up from other Councils would not apply towards long service awards
- d) advised that HR proposed to make a change to the policy in relation to employees who TUPE transferred into the Council (where they transferred onto CoLC Terms and Conditions)
- e) added that in that circumstance, the proposal was that we used their continuous service date (from other Councils) for long service awards, as opposed to their service date with the Council
- f) explained that this would take immediate effect and would be back dated for those employees to the start date of the original policy which was April 2014
- g) stated that HR also proposed a number of other minor changes to the policy, specifically in relation to the awards themselves (in terms of offering Gift Vouchers as an alternative award) and a proposed change in the requirement for a presentation to take place based upon the new ways of working
- h) added that the proposed changes were to ensure employees who had TUPE transferred (and were on CoLC Terms) were not treated less favourably
- i) requested that JCC considered the report and comment on the proposed changes to the Long Service Award policy.
- j) invited comments and questions

Members fully supported the proposals and received clarification that continuous service would include previous TUPE transfers, if more than one had previously occurred for the same employee, as it would be considered continuous service. Therefore, all services would be applicable towards a Long Service Award

Officers confirmed that in the instance of anomalies or lack of clarity if a TUPE transfer had taken place, it would be considered on a case by case basis.

The Chair confirmed that the Trade Union Side had been fully consulted and were in support of the proposed changes to the Long Service Award policy.

RESOLVED that:

1. The proposed amendments to the Long Service Award policy be agreed.
2. Comments made by JCC be provided to Executive in an advisory capacity in support of the proposed amendments to the Long Service Award policy, for final approval of Executive.