
REPORT TO THE MEETING OF THE EXECUTIVE ON 16 JULY 2008

PORTFOLIO: OVERALL STRATEGY & POLICY DIRECTION

SUBJECT: STAFF RECOGNITION

1 DECISION BEING RECOMMENDED

- 1.1 To recognise the additional work of staff over the Comprehensive Performance Assessment (CPA) period by awarding an extra day's leave to all staff in 2008/2009.

2 REASONS FOR RECOMMENDATION

- 2.1 As you are aware, the work around the recent CPA re-assessment has generated a considerable amount of work, not just at the time of the re-inspection but also leading up to the inspection. Staff across the organisation have contributed, both collectively and individually, and even where not directly involved, have helped out in terms of keeping the services going.
- 2.2 In 2004 when we last had a CPA the decision was taken by Council to acknowledge the work undertaken by staff around the process and an additional day's leave was awarded to all staff, to be taken by agreement with their line manager during the current financial year. It is proposed that the same approach is taken this time, regardless of the result achieved. The overall cost to the Council of the additional day's leave would be £30,200; however, as a gesture of goodwill and thanks it is likely to be repaid several times over.

3 ALTERNATIVE OPTIONS CONSIDERED

- 3.1 To do nothing

4 RESOURCE IMPLICATIONS

- 4.1 Overall cost of £30,200 in staff costs due to leave taken. However, staff goodwill and performance is likely to increase as a result.

I confirm that the above recommendation does not depart from Council policy and that appropriate consideration has been given to any budgetary and legal implications.

SMT Lead Officer Signature: _____

Chief Executive

Background Papers:-

None

For further information please contact Paul Warren on:-

Tel:- 01702 318199

E-Mail:- paul.warren@rochford.gov.uk

If you would like this report in large print, braille or another language please contact 01702 546366.