

People and Organisational Development
 Salisbury District Council
 PO BOX 2126
 Salisbury
 SP2 2DJ

contact: Karen Gard
direct line: 01722 434584
fax: 08706085488
email: KGard@salisbury.gov.uk
web: www.salisbury.gov.uk

Report

Subject : Long Service Awards
Report to : Joint Consultative Forum
Date : Tuesday 8 April 2008
Author : Karen Gard

Introduction:

A draft Long Service Awards policy, incorporating the previous Retirement Awards policy, was submitted to the meeting of JCF on 8 January 2008. The Retirement Awards policy has been deleted as it does not comply with age discrimination regulations and the Long Service Awards have been increased to compensate for this. At the meeting on 8 January 2008 Members indicated concern at the level of award and asked for information regarding the monetary award made by the other Wiltshire authorities.

1. Levels of Long Service Awards in Wiltshire Authorities:

Authority	Length of Service	Amount
Kennett	20 and 30 years	£400 at each anniversary
West Wiltshire	Retirement after 20+ years*	£4 per year of service
North Wiltshire	20 years	£10 per year
Wiltshire County Council	25 years	£150 (= £6 per year)
Salisbury District Council (proposed)	25, 30 and 40 years	£10 per year of service up to a maximum of £400

*Offering a reward on retirement risks challenges of age discrimination.

2. Conclusions:

- Salisbury District Council 's service awards are more generous than any other Wiltshire authority except Kennet who are extremely generous.
- Although North Wiltshire also gives £10 per year they only make one award at 20 years service.

3. Recommendations:

It is recommended that for clarity JCF recommends to Cabinet that the previous Retirement Awards policy has been deleted and replaced by the new Long Service Awards policy.

In addition JCF is required to decide whether to recommend that

- the long service award is increased or
- that it remains the same.



Awarded in:
 Housing Services
 Waste and Recycling Services

