

People and Organisational Development  
Salisbury District Council  
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# Report

**Subject** : Long Service Awards  
**Report to** : The Cabinet  
**Date** : Wednesday 28 May 2008  
**Author** : Karen Gard, Employee Relations Manager, POD  
**Cabinet Member for Resources:** Councillor Thorpe

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### 1. Report Summary:

The introduction of the Age Discrimination Regulations has meant that the council has been forced to discontinue making awards to retiring staff.

### 2. Long Service Awards:

2.1. Long Service Awards at 30 and 40 years have been increased to compensate for the loss of retirement awards. Some employees, however, will miss out on both awards as they have more than 30 years service with the council but will retire before they reach 40 years service. There are also some employees who have already worked for the council for more than 40 years and so have missed out on the increased award at 40 years.

2.2. The unions have requested that a goodwill gesture is made to these employees to compensate them for their loss of award. JCF has supported this.

2.3. There are 19 employees with more than 30 years service and 3 employees with more than 40 years service. Management Team has suggested that each employee with more than 30 years service is given vouchers to the value of £75 and the employees with more than 40 years service is given vouchers to the value of £100.

3. This would be a one-off gesture and would cost a total of £1,725. This cost is significantly cheaper than the previous cost of retirement awards when employees were given the equivalent in vouchers of £10 per year of service.



Awarded in:  
Housing Services  
Waste and Recycling Services



**4. Recommendation(s):**

It is recommended that Cabinet approve the payment of these ad hoc long service awards.

**5. Implications:**

- **Financial:** The cost of £1,725 is minimal although there is no current budget set for this, however overall it will cost less than the previous arrangements.
- **Legal** : Contained in report.
- **Human Rights** : None.
- **Personnel (POD)** : Included in the report.
- **Climate Change** : None
- **Community Safety** : None
- **Environmental** : None
- **ICT** : None
- **Equalities** : None
- **Council's Core Values:** n/a
- **Wards Affected** : None