

**By:** Gary Cooke – Cabinet Member for Corporate &  
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**To:** Personnel Committee - 10 September 2013

**Subject:** Staff Awards

**Classification:** **Unrestricted**

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**SUMMARY:** Informs Personnel Committee how staff awards are recognising the contribution made by staff to support and deliver services. A presentation will be made at Personnel Committee that will provide further details.

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## **1. INTRODUCTION**

Staff awards have previously been discussed at Personnel Committee. This report and the presentation (to be delivered on the day) provide an update on the framework that has been developed and the outcomes this intervention has delivered.

## **2. CONTEXT**

It is particularly important to recognise individual and team contributions during these challenging times. Results from the staff survey and feedback from Talk To The Top indicate that some individuals did not feel staff are recognised and valued enough for the significant contribution they make.

We know that staff value being recognised in different ways. Staff awards is just one way in which this happens and forms part of a broader approach to rewards and recognition that includes cash, non cash awards and total contribution pay. The Staff Awards provide an opportunity for colleagues and customers to nominate staff.

There is significant evidence that engaged staff who feel valued and recognised increases both individual and organisational performance, and higher levels of service delivery. Staff awards are part of KCC's Engagement Strategy and the Because of You engagement campaign.

## **3. OUTCOMES**

A Staff Awards framework has been developed that includes differentiated levels of award to reflect the contribution made and consistent judging criteria. The framework is managed by directorates, monitored and evaluated by Human Resources, and is delivering a whole council approach.

The first and second round of staff awards have been judged and presented to staff by Corporate Directors, Directors and senior managers. These presentations are then showcased on Knet. Importantly these have been well

received by staff, both those receiving the awards and the wider workforce. This is evidenced by the fact that the staff awards pages on Knet receive a consistently high number of hits (pages viewed). We have also received tremendous feedback from award winners and Personnel Committee will have the opportunity to hear from some of them on the day of the Committee.

#### **4. RECOMMENDATION**

Personnel Committee is asked to:

- 4.1 note the success of this initiative and
- 4.2 the importance of recognising staff to ensure the County Council has an engaged and motivated workforce that is able to Face the Challenge.

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