



**Corporate Policy &
Resources**

10 December 2020

Subject: Staff Recognition – Extra Discretionary Days’ Holiday

Report by:

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Purpose / Summary:

To recognise the efforts of all staff with an extra days of discretionary leave in 2021.

RECOMMENDATION(S):

That Corporate Policy and Resources committee approve the 1 extra day of discretionary leave for all employees of the council to recognise their efforts during an exceptional period in 2020.

Delegated authority be granted to the Chief Executive to ensure this is rolled out in 2021.

IMPLICATIONS

Legal:

None.

Financial : FIN61/21

The finance team have put together the following information based on the establishment of current posts. However this may change slightly as posts become vacant or filled, but the overall impact should be minimal. The equivalent cost of staffing would be £32,382.06 (however this is not an additional cost as staff will not be replaced for the days leave). However there could be additional costs of £2,832.96 required for the waste team to provide agency cover.

As the proposal is for the additional day to be taken during the Calendar year then additional costs could fall in both 2020/21 and 2021/22.

Staffing : None**Equality and Diversity including Human Rights :**

West Lindsey District Council has a commitment to equal opportunities. It seeks to ensure that no potential or current employee receives less favourable treatment than another on the grounds of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Data Protection Implications :**Climate Related Risks and Opportunities:****Section 17 Crime and Disorder Considerations:****Health Implications:****Title and Location of any Background Papers used in the preparation of this report :**

None.

Risk Assessment :

Call in and Urgency:

Is the decision one which Rule 14.7 of the Scrutiny Procedure Rules apply?

i.e. is the report exempt from being called in due to urgency (in consultation with C&I chairman)

Yes

No

x

Key Decision:

A matter which affects two or more wards, or has significant financial implications

Yes

No

x

1. Introduction

Since the start of the pandemic in March 2020 we have seen staff deal with some of the most difficult challenges they are likely to have faced at work.

All staff that could work from home have done so since March 2020 and have kept essential services running; this is despite a number of staff having children and family at home due to school closures.

Operational staff have continued to deliver essential waste services and have had to change the way they have worked on an ongoing basis.

During these unprecedented times staff have continued to support the community and deliver services, and to recognise this first rate effort the Chief Executive would like all staff to receive a discretionary extra days' leave during the calendar year of 2021.

Given the prolonged nature of the pandemic and our need to continue the emergency response, this proposal will not only show staff that their efforts are being recognised but seek to maintain morale and commitment over the ensuing months.

2. Consultation

Due to the timing of the proposal it has not been possible to call a full meeting of the Joint Staff Consultative Committee (JSCC), however the Chair, Vice Chair and Staff Representative of the JSCC have all supported this as a way to recognise the efforts of staff. The wider Management Team have been consulted and fully support this gesture and feel that it will boost staff morale.

3. Operational

This would be a discretionary day's leave for staff, and the roll out of this would be finalised by the Chief Executive to take account of any operational and service delivery needs.