

TRAFFORD COUNCIL

Report to: Employment Committee
Date: 1st July 2013
Report for: Information
Report of: Joanne Hyde, Director of Human Resources

Report Title

Employee Recognition Awards Scheme and Celebration Event

Summary

This paper provides details of the employee recognition awards scheme and the awards ceremony to be held in October 2013.

Recommendation(s)

- That Employment Committee notes this event.

Contact person for access to background papers and further information:

Name: Angela Beadsworth/Catherine Hay
Extension: 1291/2016

Background Information

Relationship to Policy Framework/Corporate Priorities	Aligns with the Council's Corporate Priority of 'Improving Health and Wellbeing of Residents', as approximately 70% of our employees are residents of Trafford.
Financial	None
Legal Implications:	None
Equality/Diversity Implications	In line with relevant legislation and good practice
Sustainability Implications	None
Staffing/E-Government/Asset Management Implications	None
Risk Management Implications	None
Health and Safety Implications	None

1. Introduction

Trafford's inaugural Employee Recognition Awards (ERA) Scheme and celebration event in 2012 was a huge success and attracted positive feedback from both the sponsors and staff. In view of this, we are now set to launch this year's ERA Scheme.

2. Award Categories and Nominations Process

Anyone or any team working for Trafford Council can be nominated for an award. This is an occasion for employees to nominate others that they value and think have made a difference and see them acknowledged for their achievements.

There will be 9 awards this year, which are:

Chief Executive's Pride of Trafford; Employee of the Year; Manager of the Year; Team of the Year; Rising Star; Unsung Hero and Working Together for Trafford. There are also 2 new award categories: Apprentice of the Year and a special 'Future Leader' award.

As in 2012, there will be a two-stage process to decide the winner/s for each award. Under Stage One, the panels will comprise of the senior management teams from the four Directorates and they will decide the final list of 5 nominations for each award to go forward to Stage Two.

For Stage Two, for each award category, a final panel will be set up, which will include a member of the Employee Recognition Steering Group, together with the category sponsor. They will meet to select the final 3 nominations and the category winner.

The final 3 nominations and the person who nominated them will be invited to attend the event.

3. Staff Celebration Event

The aim is to create another memorable and enjoyable employee award ceremony, which will take place on 25th October 2013 at the Emirates Old Trafford, with the venue provided courtesy of one of our sponsors, Lancashire County Cricket Club. A fantastic dinner, including a pre-dinner reception will be provided.

The awards ceremony is being fully sponsored by a number of our partners from across the business community; namely Lancashire County Cricket Club, Veolia, ITV, Amey, Peel Holdings, Manchester Evening News, McCoskers Ltd, The Dean Trust, Senator Group, Jenkinsons, Wilmott Dixon and Gatenby Sanderson. Thanks to their kind financial contributions, there is no cost to the Council in staging this awards ceremony. In addition, Trafford Community Leisure Trust has kindly offered a free leisure pass for all individuals who are nominated for an award.

The Council is delighted that it has managed to secure the services of Eamonn O'Neil, who is a Trafford resident and Managing Editor of M.E.N. Media, which publishes the Manchester Evening News, the Sale & Altrincham Advertiser and nineteen other weekly papers.

4. Conclusion and Recommendation

There are potential benefits for the Council in continuing with a successful ERA Scheme, in terms of increased employee motivation, engagement and retention.

Equally, in times of organisational change and the associated challenges faced by staff in the current climate, it is critical to ensure that employees are recognised for their contribution and dedication.

Employment Committee is recommended to note the launch of the 2013 ERA Scheme and the celebration event scheduled for 25th October 2013.