

Urgent Decision Taken on Behalf of Cabinet

Report to the Leader of the County Council

Report submitted by: Head of Legal and Democratic Services

Part I

Electoral Division affected:
None;

Covid19 - Staff Reward

Contact for further information:

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Executive Summary

This report sets out proposals to thank and recognise staff for their continued hard work and achievements made during the Covid-19 pandemic.

Reason for Urgency

This decision is urgent and cannot await the next meeting of Cabinet on 14 January 2021. The reason for this is that a decision needs to be taken to allow sufficient time for the measures set out in the recommendation. This decision is therefore being taken on behalf of Cabinet by the Leader of the County Council in accordance with the provisions of Standing Order C16(1).

Recommendation

The Leader of the County Council is asked to agree that all staff at the county council be recognised and rewarded for their work during the Covid Pandemic through:

- i. An additional 2 day's leave for the year 2020/21, pro rata for part time staff; and
- ii. Free entry into a prize draw to win one of 12 prizes over the Christmas period.

This decision should be implemented immediately for the purposes of Standing Order C29 as any delay could adversely affect the execution of the County Council's responsibilities. The reason for this is that there needs to be sufficient time for the measures set out in the recommendations, noting that the recommendations relate to proposals to take place over the Christmas period.

Background and Advice

The Coronavirus pandemic has had a major impact on every part of the county council. Addressing the pandemic has meant that staff of the council in every team and section have had to step up and adapt. This had meant flexibility over shifts, switching roles, picking up new and additional work and 24/7 working, as well as working in difficult and sometimes distressing circumstances with the most vulnerable people in our communities.

Whilst there has been a clear impact on many staff who have been dealing directly with the virus and its consequences, it is recognised that all staff have been impacted, and have continued to deliver services to the people of Lancashire in difficult circumstances.

The staff of the county council have responded magnificently to the challenges, and it is proposed that they be thanked for their outstanding efforts.

Having reviewed the options for how best staff could be recognised, it is proposed that:

1. All staff be given an additional 2 days leave to take in 2020/21 (pro-rata for part time staff). Staff will be able to carry one of those days over to the next leave year; and
2. All staff, including casual staff, to be entered into a Prize draw, with a chance to win one of 12 prizes over Christmas. The value of the prizes will be, in total, between £3000 and £10000.

All staff will also receive a letter or card thanking them for their contribution.

This approach has been chosen to both recognise the contribution of staff and to reflect the importance of staff wellbeing in encouraging staff to take the necessary breaks, especially given the extreme pressures many have been working under, as well as offering the chance of a large prize.

Whilst there is some risk that productivity is reduced by increasingly leave entitlement, it is recognised that staff have worked extremely efficiently and effectively during the pandemic and have delivered outcomes and worked at a pace beyond that which could have been anticipated at the start of the year.

Consultations

Staff reward schemes operated by other local authorities have been reviewed and considered as part of the development of this proposal.

Implications:

This item has the following implications, as indicated:

Risk management

Financial implication as set out in the Background section above.

There are no significant legal or other implications.

List of Background Papers

Paper	Date	Contact/Tel
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N/A		
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Reason for inclusion in Part II, if appropriate		
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N/A		
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Urgent Decision Taken on behalf of Cabinet: Declarations

Leader of the County Council

Covid- 19 - Staff Reward

Original recommendation, as set out in the report, approved without amendment. Yes/No *

Original recommendation amended and decision as follows: Yes/No *

I have a pecuniary/non-pecuniary interest in this matter. Yes/No *

If an interest is declared please give details below:

.....
Leader of the County Council

insert date

Chief Officer

I certify that this is an appropriate and accurate record within the terms of Standing Order C30(2) and (3) of the decision taken by the Cabinet Member.

.....
Senior Democratic Services Officer

insert date

*Delete as appropriate

This decision is to be taken by more than one Cabinet Member and all relevant Cabinet Members must be in agreement with the decision

Urgent Decision Taken on behalf of Cabinet: Declarations

insert Leader of the Council (or in his absence the Deputy Leader) and the relevant Cabinet Member for (title) - as appropriate

Insert title of item

Original recommendation, as set out in the report, approved without amendment. Yes/No *

Original recommendation amended and decision as follows: Yes/No *

I have a pecuniary/non-pecuniary interest in this matter. Yes/No *

If an interest is declared please give details below:

.....
insert Leader, Deputy Leader or Cabinet Member for (title) - as appropriate

insert date

Chief Officer

I certify that this is an appropriate and accurate record within the terms of Standing Order C30(2) and (3) of the decision taken by the Cabinet Member.

.....
insert title of authorising officer

insert date

*Delete as appropriate

This decision is to be taken by more than one Cabinet Member and all relevant Cabinet Members must be in agreement with the decision