

Employment Committee

Meeting to be held on Monday, 8 February, 2021.

Electoral Division affected: None

Lancashire Renewables – Employee Recognition (Pandemic Response)

Contact for further information:

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Executive Summary

Further to company Board approval at its meeting held on 4 January 2021 and in accordance with the company's Articles of Association, this report sets out a proposal for an employee performance recognition reward for the response and continued resilience to the implications of the coronavirus pandemic.

Recommendation

In accordance with the company's Articles of Association, the Employment Committee is asked to approve the implementation of an employee performance recognition reward of two additional day's annual leave to be used within service year 2021.

Background and Advice

The company provides critical waste haulage, waste treatment and waste disposal services via the county councils two waste recovery parks, and in accordance with UK Government advice due to the coronavirus pandemic outbreak, our services are deemed essential.

In response to the emergency situation, officers of the company promptly formed a pandemic coordination team and clearly defined and implemented a range of protection measures that have been subject to continuous review, change, management and compliance.

In recognition of the continued efforts, flexibility, resilience and adherence to the pandemic control measures and also to acknowledge the impact on employee physical and mental wellbeing, officers of the company recommended to the Board a means of employee performance recognition at its general meeting held on 4 January 2021. The proposed employee recognition reward was subsequently approved, subject to further approval by the county council's Employment Committee.

It should be noted that despite the daily challenges the pandemic presents, at the time of the report there has been no reductions to service, which is testament to the ongoing

emergency response to the pandemic. In addition, the company's operational and financial targets are set to be achieved or exceeded within the current financial year.

Proposal

The company's reliance on internal resource to continue to safely operate our services was a key deciding factor when considering options and recommendations for an employee recognition reward. The importance of both physical and mental wellbeing has been recognised and supports the proposal to award an additional two days annual leave, to be used within service year 2021.

Considerations

Officers of the company have considered the impact of the additional allocation of annual leave on our services, and the impact shall be managed and monitored through our Human Resources management review processes to ensure any service related impact is minimised.

Consultations

The company has a union recognition agreement in place whereby it agrees to recognise the GMB for collective bargaining purposes in respect of pay, hours and holidays. Therefore, once approval is obtained from the county council's Employment Committee, officers of the company shall notify the trade union.

Implications

N/A

Risk management

N/A

Financial:

Under the terms of a Service Level Agreement between Lancashire County Council and Lancashire Renewables Limited, the county council reimburses the company certain fees for the services it provides. The budgetary impact of the employee performance recognition reward in response to the pandemic will be met within the agreed fees.

HR:

This proposal has been cleared by Lancashire County Council Human Resources. It is fair and reasonable to recognise the workforce response to the Covid-19 pandemic in maintaining an essential service during challenging circumstances. The proposal for two additional day's annual leave is also consistent with the recent Lancashire County Council award to their employees.

List of Background Papers

Paper	Date	Contact/Tel
Lancashire Renewables Ltd, Business Review	4 January 2021	Paul Brindle, General Manager Lancashire Renewables Limited, Tel: 07891 526031, Paul.Brindle@LancashireRenewables.co.uk

Reason for inclusion in Part II, if appropriate:

N/A