

Report

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Report to:	Corporate Resources Committee
Date of Meeting:	28 October 2009
Report by:	Executive Director (Corporate Resources)

Subject:	Employee Recognition Awards 2009
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ advise Committee of the categories and recipients of the Employee Recognition Awards for 2009

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the contribution and commitment displayed by the employees honoured at this year's ceremony be noted.

3. Background

3.1. The Council's Employee Recognition Scheme aims to recognise excellent customer service and job performance and to reflect the Council's core competencies of:-

- ◆ Customer Care
- ◆ Working Together
- ◆ Personal Initiative and Drive
- ◆ Health and Safety
- ◆ Equal Opportunities

In addition, Provost's Awards are given to those individuals or groups who have received national recognition or awards from July 2008 – July 2009.

The scheme culminates with the Annual Awards Ceremony which was held this year on Tuesday 25 August 2009. Winners of the 2009 awards are shown in Appendix 1.

4. Award Categories

4.1. Provost's Awards

6 awards were presented at this year's ceremony to recognise outstanding achievement and personal endeavour.

4.2. Excellence in Customer Service – Individual Award

To recognise commitment in providing a quality customer service, 6 individual nominations were shortlisted for the award from nominations received during the period September 2008 to June 2009. From this, a panel of elected members selected 2 finalists.

4.3. Excellence in Customer Service – Team Award

This award recognises team work and commitment in delivering a quality service to customers. Due to the new format for this award, from the nominations received during the period September 2008 to June 2009, 3 'Teams of the Quarter' were eligible and, from these, a panel of elected members selected the winning team.

4.4. Chief Executive's Award for Innovation

This award is designed to reward individuals or groups of employees who have introduced new systems or practices and to encourage the sharing of new ideas throughout the Council. 18 nominations were received throughout the year with 10 projects being shortlisted. 1 winner and 1 runner-up were selected for this category.

4.5. Chief Executive's Award for Sustainability

This award, introduced for the first time in 2007, recognises projects, individuals or teams who make a contribution to sustainable development. Nominations are judged on the social, financial and environmental impact which they make. 3 nominations were received this year and from this 1 winner was selected.

4.6. Young Achievers

All Modern Apprentices are eligible for this award and nominations, according to strict criteria, are invited from supervisors and managers. 1 winner and 2 runners-up were announced in this category.

4.7. Excellence in Promoting Equality of Opportunity

All current employees are eligible for this award which was introduced to recognise outstanding contribution to the principles of equality of opportunity made by an employee, or groups of employees. The winner(s) have to demonstrate a consistently high level of commitment to tackling inequality and exclusion. This award is jointly sponsored by the Council and the South Lanarkshire Branch of UNISON. 13 nominations were received throughout the year and 6 projects were shortlisted by a selection panel, comprising of nominated UNISON representatives and officers of the Council. 1 winner and 1 runner-up were selected.

5. Employee Implications

5.1. These awards highlight the contributions made by employees.

6. Financial Implications

6.1. All financial implications were accommodated within existing budgets.

7. Other Implications

7.1. None.

8. Equality Impact Assessment and Consultation Arrangements

8.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required.

8.2. There is also no requirement to undertake any consultation in terms of the information contained in the report.

Robert McIlwain
Executive Director (Corporate Resources)

5 October 2009

Link(s) to Council Objectives

- ◆ People focused
- ◆ Excellent employer

Previous References

- ◆ None

List of Background Papers

- ◆ None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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Employee Recognition Awards 2009

Provosts Awards			
Projects	Resource	Award	
Waste Cooking Oil Scheme	Community	Local Government Chronicle Awards	
Bereavement Services	Community	Customer Service Excellence	
Healthy Working Lives	South Lanarkshire Council	Gold Award	
Investors in People	South Lanarkshire Council	Retention	
Learning for Our Future	Education	COSLA Excellence Awards 2009	
Local Plan Inquiry	Enterprise	Scottish Awards for Quality in Planning	
Excellence in Customer Service – Individual Award			
Nominees			
Diane Smith	Social Work	Winner	Employee of the Year
John Woods	Community		
Excellence in Customer Service – Team Award			
Nominees			
School Support Assistants – Robert Smillie Memorial Primary School, Larkhall	Education	Winner	Team of the Year
Area Administration Assistants	Enterprise		
Parking Attendants	Enterprise		
Chief Executive’s Award for Innovation			
Nominees			
Ian Gray, Gillian McCusker, Alison Moore and Mark Williams	Housing and Technical / Finance and IT Resources	Winner	Personal Digital Assistant
Alan Cunningham	Enterprise	Runner-up	Roundabout resurfacing
Gina Warrender	Education		Book Bag for Life
Helen Strachan	Housing and Technical		Capturing email addresses
Robert Stewart	Community		Headstones Safety Check Database
Helen McInnes	Housing and Technical		House Sales Update
David Anderson	Finance and IT		Intranet Bulletin Board
Linda Elder	Education		Libraries Staff Job Shadowing
Elizabeth Campbell	Social Work		PAT Testing of Christmas Tree Lights

Chief Executive's Award for Innovation			
Nominees			
Janice Bickerstaff	Housing and Technical		Q and A Council Tax Forms
Chief Executive's Award for Sustainability			
Nominees			
John Ambrose, George Bleas, Caroline Martin and Carla McCulloch	Community	Winners	Environmental Policy and Action Plan
Dave Gibson	Community		Carbon Reduction Strategy
Alan Campbell, William Haugh, Margaret McDonald, George Muir, Gary Roberts and Steven Willis	Housing and Technical		Property Carbon Management Team
Young Achiever Award			
Jennifer Blackwood	Housing and Technical	Winner	
Gary Brown	Housing and Technical	Runner-up	
David McKeown	Education	Runner-up	
Excellence in Promoting Equality of Opportunity Award			
Nominees			
Annette Finnan, Anne Hopkins-Simpson and Ann Marie McConnell	Housing and Technical, Enterprise and Education	Winner	Changing Places Partnership, One Community Initiative
Angela Scotland	Education	Runner-up	M-Factor Project, Young Carers Club and Working Together Programme
Michelle Lynn, Cath McConnell, Dave McLellan, Hugh Rooney and Janis Stevenson	Social Work		Our Healthy Lifestyles
Emma Dobson and Nadia Ait-Hocine	Social Work		SWITCH Project
Keith Donnelly, Jane McCann and Dianne Miller	Community		Young at Heart Festival