

## AGENDA ITEM:

<b>REPORT TO:</b>	<b>MERSEYSIDE FIRE &amp; RESCUE AUTHORITY</b>
<b>DATE:</b>	<b>13<sup>th</sup> SEPTEMBER, 2007</b>
<b>REPORT NO.</b>	<b>CFO/137/07</b>
<b>REPORTING OFFICER:</b>	<b>CHIEF FIRE OFFICER</b>
<b>CONTACT OFFICER:</b>	<b>PETER OWENS</b>
<b>OFFICERS CONSULTED:</b>	<b>PETER RUSHTON, CORPORATE COMMUNICATIONS, DIRECTOR OF FINANCE</b>
<b>SUBJECT:</b>	<b>UNIFORMED AND NON-UNIFORMED LONG SERVICE AND GOOD CONDUCT AWARDS</b>

### Purpose of the Report

1. To inform Members of the decision of the Chief Fire Officer (acting with delegated powers) to introduce awards additional to the Queens Long Service and Good Conduct medal for firefighting staff and an appropriate award for non-firefighting personnel achieving 20 years Long Service and Good Conduct.

### Recommendation

2. That the Authority note and endorse the exercise of delegated powers by the Chief Fire Officer to :-
  - (a) Award firefighting staff £50 worth of vouchers in addition to their Queens Long Service and Good Conduct Medal; and
  - (b) Commission a new MFRS Long Service and Good Conduct medal/badge and an award of £50 worth of vouchers to non-firefighting staff as a token of appreciation for 20 years Long Service and Good Conduct. All awards being at the discretion of the Chief Fire Officer.

### Introduction

3. The award to date for having served 20 years in a non-firefighting role is an "in-house" designed certificate. This does not reflect the important role long serving non-uniformed staff have had in helping establish MF&RS as the top performing Fire and Rescue Service in the country. The additional award of £50 vouchers to uniformed staff demonstrates the Authority's appreciation of uniformed long service.

## Background

4. In line with other local authority awards for recognition of long service e.g. Liverpool City Council employees receive 20/25/30 year awards. (25 year award includes a letter from the Chief Executive and £150 worth of vouchers). It is considered appropriate to change what we award.
5. The next awards ceremony is scheduled for 24<sup>th</sup> August, 2007, which is before the next scheduled meeting of an Authority or Committee meeting. The Chief Fire Officer has accordingly exercised his delegated powers to implement the changes set out in this report, following consultation with members to ensure that the proposals are acceptable to members.

## Equality and Diversity Implications

6. The Employment Equality (Age) Regulations 2006 provide that, where an employee's length of service exceeds 5 years, it must reasonably appear to the employer that the way in which they use the criterion of length of service, fulfils a business need of the Authority, for example, by encouraging loyalty or motivation or rewarding the experience of some or all of their workers.
7. In this respect, it is considered that the proposals in this report fulfil a business need of encouraging loyalty and motivation and rewarding those with longer experience to :-
  - (a) Improve staff morale and relations.
  - (b) Seek to recognise and retain those with valuable service in the context of the ability for a considerable number of the Authority's workforce to retire in the next few years.
8. It is considered that the actions and expenditure involved are proportionate and not excessive to the extent that they can be justified pursuant to the above criteria.

## Financial Implications

9. Both uniformed and non-uniformed staff who have served 20 years will be eligible to an award of £50 worth of vouchers. Currently there are 212 staff eligible (£10,600).
10. Non-uniformed staff will receive a Long Service and Good Conduct Medal (£530).
11. The cost of a ceremonial event at FACT is £3,337.
12. Total cost £14,467, which can be met from existing budgetary provision.

Contribution to Achieving Vision

13. The positive contribution of long serving uniformed and non-uniformed staff in helping make Merseyside a safer and stronger community would be reinforced by the awards.

**BACKGROUND PAPERS**

None