

## Agenda Item

<b>Subject</b>	<b>Loyal Service Awards</b>	<b>Status</b>	For Publication
<b>Report to</b>	Authority	<b>Date</b>	June 2024
<b>Report of</b>	Director		
<b>Equality Impact Assessment</b>	Not Required	Attached	No
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### **1 Purpose of the Report**

- 1.1 To provide members with the opportunity to acknowledge the loyal service of members of the Authority's staff.
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### **2 Recommendations**

- 2.1 Members are recommended to:
- a. Congratulate and thank the staff who have achieved loyal service awards as set out in the body of this report.**
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### **3 Link to Corporate Objectives**

- 3.1 This report links to the delivery of the following corporate objectives:

#### **Valuing and engaging our Employees**

To ensure that all our employees are able to develop a career with SYPA and are actively engaged in improving our services.

Recognising the contribution of our longer serving staff clearly contributes to the objective concerned with valuing our employees.

### **4 Implications for the Corporate Risk Register**

- 4.1 The actions outlined in this report form part of approaches to addressing the various people risks identified in the Corporate Risk Register.

### **5 Background and Options**

- 5.1 As part of the Pay and Benefits Review approved by the Authority in October 2023 the Loyal Service Award scheme was changed to recognise staff who achieve the milestones of 10-, 20- and 30-years' service rather than providing a single award after

25 years. This change means that this year there is a catching up exercise as staff who have already achieved one of the milestones are recognised.

5.2 The following staff have achieved between 10 and 20 years service

Name	Role	Length of Service
Tom Dove	Pensions Technical Specialist	10 years
Collette Mellor	Pensions Officer	10 years
John Pearson	Senior Practitioner - Benefits	10 years
Terry Kirk	IT Support Officer	10 years
Julie Foster	Pensions Officer	10 years
Will Goddard	Head of Finance and Performance	12 years
Melissa Huxley	Senior Practitioner - Transactions	13 years
Julie Sykes	Helpdesk Manager	13 years
Nino Johnson	Senior Practitioner	13 years
Claire Fox	Customer Services Officer	14 years
Laura Lavender	Business Support Officer	14 years
Ben Whittaker	Senior ICT Technician	15 years
Amanda Slater	Finance Officer	16 years
Andy Parkinson	Senior Practitioner	16 years
Sam Cuffling	Pensions Officer	16 years
Andy Kenyon	Service Manager – Pensions Systems	16 years
Mark Richardson	ICT Development Officer	17 years
Emma McClure	Pensions Officer	17 years
Dave McClure	Team Leader – Benefits	19 years
Chris Allan	Team Leader – ICT Development	19 years

5.3 The following staff have achieved between 20- and 30-years' service.

Name	Role	Length of Service
Steve Clegg	Service Manager – ICT Infrastructure	20 years
Rachael Wright	Finance Officer	20 years
Dave Sloan	Team Leader – Data Collection	20 years
Simon Tewson	Programmes and Performance Officer	20 years
Kerry Rogers	Pensions Officer	20 years
Amy Blakemore	Senior Practitioner – Customer Services	21 years
Andy Ramsbottom	Head of ICT	24 years
Sam Sloan	Team Leader – Benefits	24 years
Vickie Burtoft	Service Manager – Employer Services	24 years
Elaine Fairley	Engagement Officer	24 years
Suzanne Parmenter	Senior Finance Officer	25 years
Michell Rennard	Team Leader – Pensions Systems Development	25 years
Faye Bell	Pensions Officer	25 years
Natalie White	Pensions Officer	26 years
Joanne Webster	Service Manager – Customer Services	26 years
Steve Newsome	Pensions Officer	28 years
Dave Hall	Team Leader – Benefits	28 years
Katherine Morrison	Service Manager – Technical Support and Training	28 years
Julie Gregory	Performance Analyst	29 years

5.4 The following staff have achieved over 30 years' service

Name	Role	Length of Service
Mel Dassow	Pensions Officer	31 years
Karen Roberts	Senior Systems Officer	32 years
Louise Turton	Senior Practitioner – Benefits	33 years
Rachel Cooper	Team Leader – Benefits	34 years
Karen Norman	Pensions Officer	34 years
John Smith	Team Leader – Benefits	34 years
Ian Hepworth	Team Leader – Benefits	35 years
Vanessa Holmes	Team Leader – Customer Services	36 years
Sharon Smith	Assistant Director – Investment Strategy	36 years
Debbie Wilcox	Technical Advisor	36 years

5.5 Of note is the fact that the three individuals who have completed 36 years' service have worked for SYPA for the entire period of its existence.

5.6 The total number of staff being recognised represents about 40% of the workforce and while the catch-up exercise means that this is a larger number than might usually be expected it does indicate that while like all employers SYPA faces a range of recruitment and retention issues, particularly for specialist roles, we are lucky to have a very committed and long serving core workforce.

## 6 Implications

6.1 The proposals outlined in this report have the following implications:

Financial	The resources to support the loyal service award scheme are provided within the Authority's operating budget.
Human Resources	The loyal service award scheme is a relatively small but important component of the overall pay and reward package, with recognition of long service being an important element in maintaining overall morale.
ICT	None
Legal	None
Procurement	None

**George Graham**

**Director**

Background Papers	
Document	Place of Inspection