

Council Identifier	Is your Council is considering rewarding your staff in some way in recognition of all the work done responding to Covid-19, for example a one off extra day's leave or a payment of some kind? (August 2020)	If so, could you share the details of what options you are considering or have agreed? (August 2020)	Have you rewarded staff for their contributions to supporting the pandemic in anyway, for example with a one off payment or additional time off? (Jan 2021)
A	no	weekly video update from the CEO in which she includes a specific thank you to any staff who have done something particularly impressive or received excellent feedback from residents.	
B	yes	currently looking at possibly giving staff a day off related to Covid-19	yes
C	no		no
D			yes
E			yes
F	no		yes
G	no	Like others regular thanks and recognition but nothing planned as far as rewarding staff with leave or payments due to financial constraints. Launched a peer-to-peer reward system that resulted in more than 1,200 messages of thanks received by employees from their colleagues. The aim was to	

		keep the council's whole internal community 'in touch' as well as wanting to continuously reassure employees their hard work was being seen and recognised.	
H	yes	<p>ASC and C&F are organising a £100 voucher for everyone, a personalised e-card/letter etc which is due to go out 1st week of September.</p> <p>Our corporate response is to utilise the recognition tools that are already available. As a wider business, there is still discussions on if there will be something given to all.</p>	yes
I	yes	<p>We're similar to others in terms of regularly thanking staff via our Corporate Comms channels - Weekly blog from our Chief Fire Officer / Chief Executive, during the weekly live-stream held on Workplace and in our #thankyouthursday spotlights on the intranet. In addition, thank you letters have been sent to all employees. In July our Service hosted a virtual celebration via Zoom to thank on-call firefighters who worked as ambulance drivers during the peak of the pandemic and everyone else involved in the project. In a partnership with the East of England Ambulance Service, 19 of our on-call firefighters drove ambulances between 13 April and 8 July.</p> <p>Our Chief Fire Officer / Chief Executive and Deputy Chief Fire Officer are really keen find a way to say thank you so your email is very well time as we are keen to hear what other organisations are planning. We are early on in our thinking but ideas have</p>	yes

		included an event in the Spring/Summer 2021 (subject to what restrictions will be in place)	
J	yes	Offering an additional days' leave on 24th December	yes
K			yes
L	no	We are similar to Luton and there have been lots of thank you messages from Directors and Chief Officers/ Councillors, however no plans for specific rewards	
M	no	regularly thanking staff, showcasing staff who have agreed to take on different roles because their 'real' job isn't possible for whatever reason and reminding everyone of our council 'values'. We're unlikely to consider any monetary/benefit reward as the financial situation won't allow.	yes

N	Yes	Recognition payments (up to £1000) and up to two accelerated increments will be used to reward exceptional contribution as normal.	no
O	No	I think that many of our staff would struggle to fit in extra leave, and I know several that are reluctant to take leave because they would not be going anywhere, so we've had requests for things like cancellations of buying additional annual leave, and where staff might have booked a fortnight off, they now just want to take a week instead.	no
P	No	We're the same as other councils, lots of recognition and thanks via intranet etc. but no plans for a monetary reward	yes
Q	yes		Yes

R	yes	To date we have mainly recognised individual contribution with letters/emails thanking staff, these have come from line managers, colleagues and the CEO. We have an area on our intranet where managers/peers can recognise staff publicly.	yes
S	yes	Monetary reward	yes
T	yes	regular thanks and recognition	yes
U	Yes	Considered options for monetary rewards but deemed not viable. Use our Thank you and recognition platform and we were also able to arrange for free products (through The Work Perk) to be distributed to our workforce all around the County Council as a way of saying thank you	
V	no	lots of communications re “thank you”, recognising staff who have gone over and beyond with our recognition scheme too – which isn’t monetary or impact on T&Cs	

W	No -paying staff with the mechanisms in place ie. overtime.		
X	Yes	Additional annual leave	yes
Y	yes	Monetary reward	yes
Z	yes		yes
A2	yes	Additional annual leave	yes

Council Identifier	If so, what rewards have you offered staff? (Jan 2021)	Do these apply to all staff or are to staff who meet certain criteria? (Jan 2021)	Has the governments announcement of the public sector pay freeze influenced your decision to offer rewards to staff or made you reconsider if you should? (Jan 2021)
A			
B	We are proposing to offer an additional day's leave next year to all non-schools staff, pitched as a 'Wellbeing Day', and will also do a Recognition Scheme at some point (non-financial). Schools are doing	The day's leave will apply to all contracted non-Schools staff.	no, were already looking into it.

	their own thing, also with a focus on wellbeing.		
C	n/a	n/a	no
D	3 additional days off, taken at Christmas	all	
E	All employees got the three days in-between Christmas and New Year off in addition to their annual leave allowance. Those that worked can take the three days off at another time. No other reward has been offered, and as a result of the additional three days leave we have asked managers not to put through any honoraria payments for Covid related recognition. Also, all of our incremental progression is performance linked, so the three days was used as a blanket reward for everyone for the period April – September. Objectives have only been set from October and performance related pay considerations in April this year will only consider performance in role from October 2020 – March 2021.	all	We've not yet spoken with our SMT about this year's pay, and we have no plans at this stage to offer anything in addition anyway.
F	1 additional day off - Christmas Eve for those able to take the day off and	all	n/a

	equivalent time off in lieu for all other staff		
G			
H	<p>Every employee received an additional day's leave to be taken (where possible) before 1st April – otherwise it will be rolled over like any other leave. For front line staff in Social Care (both adults and C&F) they all received £50 to spend via Reward Gateway which enables them to choose a retailer of their choice to buy gift vouchers for. For all other areas – leaders were reminded of the current reward policy which does allow; subject to approval and budget small (up to £25) recognition payments to people if deemed appropriate although there was no corporate/blanket offering like Social Care.</p>	some to all and some to specific groups	no - our political leadership team have approved an overall pay budget of 2.2% in line with NMW increases – this is to be used dynamically to address market pressures in our key roles
I	£100 payment to all staff	no	

J	have launched online e card / recognition scheme / done thank you posters and badges via nomination scheme. Lots of thank you videos etc but no tangible reward The overview and scrutiny committee sent thank you messages, cards, emails and certificates had been used to recognise the contribution by staff; Pin badges are being designed for staff as a symbol of the role they played in the council's response to the Covid-19 pandemic; plans for a new Herts Applause system for employees to send online cards.	not schools	It helped suggest financial reward was not right path.
K	one extra day off around Christmas or TOIL for those who could not take it then. facility for managers to use discretionary recognition payments.	all	no
L			
M	additional days leave	all	no
N	n/a	n/a	no
O	n/a	n/a	n/a

P	additional days leave at Christmas	all	
Q	Employs in the region of 5,000 staff. Pay some staff in Adult Social Care honoraria payments	<p>Criteria was whether the staff were providing hands on care or domestic care from April - June. The initial honorarium payment was for £200 per month based on the Covid monies that they had at that time as well as the staffing levels. Tax implications was also a consideration which is ultimately how the £200 was determined as the payment. The honorarium payment of £200 was paid in full to anyone over 18.5 hours as our Personal Wellbeing Assistants (PWAs) mostly have 21 hour contracts. It was then pro-rata for anyone under 18.5 hours per week. Staff on tax benefits were offered the option to take the equivalent in Annual Leave so that the payment wouldn't affect any benefit payments, with 3 or 4 employees taking this option.</p> <p>From July it was acknowledged that the position had changed albeit with an element of risk and so a sliding scale reduction was implemented over the following three months. The sliding scale payments were: July – PWA = £150; Domestic = £75; August - PWA = £100; Domestic = £50; September - PWA = £50; Domestic = £25</p>	

R

It was agreed in December that a one-off unconsolidated payment of £250 per person to frontline staff within Adult Social Care Service Delivery and Children's Residential Care would be made in recognition of their work through the pandemic on the basis that the payment is:

- in recognition to you as an individual and the team effort in Service Delivery that nearly all staff will get a non-consolidated recognition payment of £250 per person to be paid in December 2020
- staff who are eligible for the payment are all permanent staff, staff advised not to work during the pandemic, either as a result of shielding or a risk assessment and Bank workers who have worked during the period of the pandemic
- if staff have more than one contract, they will only receive the payment once, and payments will not be grade or contracted hours related as a flat rate of £250 will apply
- employees will not be eligible for the payment if they chose not to work during the pandemic or were appointed on or after 1 December 2020

frontline staff within Adult Social Care Service Delivery and Children's Residential Care only

In addition as a result of the spending review announcement we withdrew our initial offer of a 2% pay award and instead have offered an increase in pay up to and including the Surrey Pay median salary of £29,333, of £350. We have also revised the minimum pay point on Surrey Pay grade PS1/2 to align to the UK voluntary Living Wage Foundation rate for outside London. Arrangements for pay progression will not change; incremental progression to the next pay point within the grade will continue to apply until the grade maximum salary point is reached, (subject to performance for all eligible staff).

S	paid some staff (36% of their total workforce) a monetary reward. Out of their total headcount of 508.75 FTE, 124 employees received £200, and a further 58 received £300 - these payments were made across different levels of staff, the higher value was not just paid to Managers and were made to those Officers who went above and beyond their normal duties to respond to the pandemic.	The criteria for these payments is not known as HR were not involved.	
T	an additional days leave to be taken this financial year to recognise staff efforts and to promote well-being and avoid confusion over funding.		
U			
V			
W			
X	2 additional days (pro rata for part-time staff) awarded to all staff 1.5% pay uplift on the base salary for staff who worked throughout the pandemic unless 6 months service or under performance review - in line with performance related pay criteria.		
Y			

Z	Discretionary award in the form of vouchers for £100 and a thank you letter to staff along who had been recognised as going above and beyond during the pandemic. In addition, gave additional days annual leave for all staff was announced at annual staff awards ceremony.		
A2	an additional days leave for all staff	All staff	