

<b>Report to:</b>	<b>SHAREHOLDER COMMITTEE</b>
<b>Relevant Council Officer:</b>	Linda Dutton, Head of HR and Workforce Development
<b>Relevant Cabinet Member:</b>	Cllr Taylor, Deputy Leader of the Council and Cabinet Member for Performance and Partnerships
<b>Date of Meeting:</b>	20 January 2023

## RECOGNITION OF CONTINUOUS SERVICE BETWEEN COMPANIES

- 1.0 Purpose of the report:**
  - 1.1 To consider whether to ask the Boards of wholly owned companies to consider recognition of employee service between and across all wholly owned companies and the Council.
- 2.0 Recommendation(s):**
  - 2.1 To agree that for any employee of a wholly owned council company that any previous service with a wholly owned council company be recognised and counts as continuous service when they commence or re-commence employment with the Council.
  - 2.2 That all Company Boards be asked to consider recognising employee service between and across all wholly owned companies and the Council with any employee who commences or re-commences employment with them.
- 3.0 Reasons for recommendation(s):**
  - 3.1 To ensure continuous service is recognised across the Council’s companies to support free movement. This enables employees to develop their careers across organisational boundaries without suffering a detriment due to loss of continuous service.
  - 3.2 Is the recommendation contrary to a plan or strategy adopted or approved by the Council? No
  - 3.3 Is the recommendation in accordance with the Council’s approved budget? Yes
- 4.0 Other alternative options to be considered:**
  - 4.1 To keep the status quo where continuous service is not recognised.
- 5.0 Council priority:**
  - 5.1 The relevant Council priorities are:

- The economy: Maximising growth and opportunity across Blackpool
- Communities: Creating stronger communities and increasing resilience.

## 6.0 Background information

6.1 There is clearly a benefit for our employees but also for the Council and wholly owned companies as benefits could include:

- Supporting recruitment opportunities across the group particularly with hard to fill roles.
- Helping to retain talent by providing a wider range of career opportunities.
- Facilitating/enabling movement of employees leading to sharing of best practice approaches.
- Retaining skills and experience within Blackpool.
- Increased loyalty and improved morale.

6.2 If this was approved by the Company Boards it would not change the terms and conditions or pension scheme of that Company. What it changes is the employee's entitlement to any Company terms and conditions which are related to length of continuous service e.g. leave entitlement, sick pay, redundancy payments and those benefits linked to family related policies such as maternity and adoption leave.

6.3 Given the disparity in role types across wholly owned companies and the Council this is unlikely to create a significant cost due to minimal movement between companies outside of any TUPE process.

6.4 If this was agreed by both the Shareholder and the Company Boards, each company would be required to put in place a system to verify any requests for previous continuous service. Any backdated requests for continuous service would be considered on a case by case basis by the relevant employer.

## 6.5 Summary

The Shareholder is asked to decide if it wishes to ask the Company Boards to consider recognition of employee service between and across all wholly owned companies and the Council.

6.6 Does the information submitted include any exempt information? No

## 7.0 List of Appendices:

7.1 None.

## 8.0 Financial considerations:

8.1 As set out in paragraph 6.3: Potential Costs.

## 9.0 Legal considerations:

9.1 As set out in the report.

**10.0 Risk management considerations:**

10.1 As this was initially raised by the Trade Unions should it not be approved the Trade Union may progress this further through a legal route which could result in additional risks/complexities.

**11.0 Equalities considerations:**

11.1 None as a result of this report.

**12.0 Sustainability, climate change and environmental considerations:**

12.1 None as a result of this report.

**13.0 Internal/external consultation undertaken:**

13.1 None in relation to this report.

**14.0 Background papers:**

14.1 None.

**15.0 Key decision information:**

15.1 Is this a key decision? No

15.2 If so, Forward Plan reference number: N/A

15.3 If a key decision, is the decision required in less than five days? N/A

15.4 If **yes**, please describe the reason for urgency: N/A

**16.0 Call-in information:**

16.1 Are there any grounds for urgency, which would cause this decision to be exempt from the call-in process? No

16.2 If **yes**, please give reason:

N/A