

Team Budget

Background

From commencing work at the Council, both the Consultant Clerk and new Clerk have had a desire to bring together Council staff to work more cohesively and to develop a good, cooperative working atmosphere. Councillors have acknowledged the improvement in working relationships and employee morale during the last 12 months.

Staff morale and team working have been complemented from occasionally bringing the team together with a token of appreciation, for example by having a chip shop lunch before the 2021 festive break, having a fuddle to thank an employee as they left for a new role outside of the Parish Council, and when an employee has a personal life event / celebration. These staff get togethers and acknowledgements are currently paid out of the Clerk and Consultant Clerk's own money.

Staff recognition and showing appreciation has helped strengthen employee co-operation and morale. We are developing into a strong team.

The inclusion of a small team budget would allow for employee recognition, team fuddles and potentially team building activities, the known benefits of which include: increased communication; staff motivation; increased staff collaboration. A team budget would enable staff to connect in a different environment, strengthening the team.

Recommendation

The Personnel Committee is asked to consider the recommendation that a nominal team budget, to a maximum of £200 per year be incorporated into the 2023/24 budget plan.