

LONG SERVICE AWARDS

Regulations/Procedures

The University considers that it is important to acknowledge and reward long serving employees. Long serving staff possess an understanding of work processes and institutional insight that facilitates knowledge and skills transfer and business continuity planning. The University believes it is part of good employee relations practice to formally acknowledge this and that there are positive outcomes on staff morale and institutional perception in doing so. Experience, commitment and dedication are values that the University chooses to celebrate.

Eligibility

Employees with twenty five years continuous service are therefore eligible for a long service award. Awards are applicable to all employees irrespective of role, grade, age, full or part-time etc.

Continuous service (i.e. no break of service) includes:

1. Service with the University of Greenwich
2. Services with Thames Polytechnic
3. Services with other institutions which amalgamated with the University and where the staff carried forward an entitlement to a long service award.

i.e. Hammersmith College of Art & Design

Dartford College

Avery Hill College

City Polytechnic

Garnett College

South West London College (staff employed before 1 April 1989)

Thames College of Health Care Studies

(Not Goldsmiths College which did not operate a long service award)

4. Continuous GLC/ILEA service prior to 1 April 1989.

Note

Before 1 April 1989 (demise of ILEA) service with GLC/ILEA could be aggregated – this is no longer the case. In future only continuous service with the University (including its previous component institutions) will count.

The only exception to this would be in the case of an institution amalgamating with the University which had a long service scheme and where the Court agreed to extend the privilege to the staff of that institution.

Procedure

The People Directorate will maintain a service record and notify the staff concerned when they are eligible for a long service award. The awards will be issued, as near as possible to the 25 years' service date.