

# The Midcounties Co-operative

## Service Recognition Milestones

As an employer of choice, we reward our colleagues for their contribution as we recognise the central role they play in making the Society a successful co-operative business. We do this by recognising service at various points during a colleague's employment.

Below is a list of our service milestones and how we will acknowledge them. Service recognition will take place on the anniversary of a colleague's start date.

Length of Years' Service	Award
5	Badge and letter Presented by line manager
10	£100 Co-operative vouchers, badge and framed certificate Presented by site manager
20	£200 Co-operative vouchers, badge and framed certificate Presented by relevant Leadership Team Member
25	£250 Co-operative vouchers, badge and framed certificate Presented by Group General Manager
30	£300 Co-operative vouchers, badge and framed certificate Presented by Group General Manager
35	£350 Co-operative vouchers, badge and framed certificate Presented by Group General Manager
40	£400 Co-operative vouchers, badge and framed certificate Presented by Group Chief Executive Officer, Chief Executive Officer Trading or Chief Executive Officer Energy.
45	£450 Co-operative vouchers, badge and framed certificate Presented by Group Chief Executive Officer, Chief Executive Officer Trading or Chief Executive Officer Energy.
50	£500 Co-operative vouchers, badge and framed certificate Presented by Chief Executive Officer

Note: The voucher amounts are the actual amounts available to colleagues. The Society is unable to meet any tax/NI liability due on these amounts.

**Please contact Michelle Fitzgerald in PSG on 01926516359 or email [michelle.fitzgerald@midcounties.coop](mailto:michelle.fitzgerald@midcounties.coop) if you have any queries regarding Service Recognition.**

<b>Policy name:</b>	Service Recognition Milestones	<b>Date of last review:</b>	January 2018
<b>Policy owner:</b>	PSG	<b>Issue number:</b>	PSG-PW-004