ABSTRACT

This report considers the implications of the UK Government’s and Scottish Government’s announcements that there will be an additional one-off public holiday on 29 April 2011 when the royal wedding between Prince William and Miss Catherine Middleton is due to take place.

1 RECOMMENDATION

The Committee agree to:

i Recognise 29 April 2011 as a holiday with normal public holiday opening arrangements applying in council facilities.

ii Regard the day as an additional day of annual leave for employees.

2 BACKGROUND

The UK Government and Scottish Government have announced that there will be an additional one-off public holiday on Friday 29 April 2011 to celebrate the wedding of Prince William and Miss Catherine Middleton.

3 PUBLIC HOLIDAY 29 APRIL 2011

In response to the UK Government and Scottish Government’s announcements the council is required to decide whether or not to recognise the day as a holiday. In this regard it is proposed that the day be recognised with normal public holiday opening arrangements applying in council facilities – members are asked to note that the Scottish Government has approved the exceptional closure of all schools in Angus on 29 April subject to committee agreeing to this proposal.

It also falls to this committee to determine whether the holiday should be regarded as an additional public holiday or an additional day of annual leave for employees.

If granted as an additional public holiday employees required to work on the day would, in accordance with our conditions of service, be entitled to be paid double time and receive a day in lieu at a later date. It is estimated that this would result in an additional cost of £30,000 to departments in terms of premium payments.

If granted as an additional day of annual leave employees required to work on the day would receive a day in lieu at a later date but would not be entitled to be paid double time and accordingly departments would not incur any additional costs in terms of premium payments.

While previous additional one off ‘public’ holidays have been recognised as public holidays with employees working on the day receiving premium payment councils throughout Scotland appear, as a result of the financial climate, to be responding differently on this occasion.

At the date of writing this report the majority of councils that have made arrangements are granting an additional day of annual leave to employees on 29 April with time off in lieu at an appropriate date for those that are required to work. Only a minority of councils are recognising the day as a public holiday with associated premium payment entitlements and indeed it would appear that a few councils are not awarding a holiday of any kind.
After consideration of the emerging pattern across Scotland it is proposed that the council regard 29 April 2011 as an additional day of annual leave for employees with employees required to work on the day receiving a day in lieu at a later date.

The committee is asked to note that the additional holiday would apply to all employees with

- Part time employees entitled to the extra leave on a pro rata basis with part time employees who do not work on Fridays entitled to take their pro rata leave at another time.
- Employees on sick leave and maternity leave being entitled to the additional holiday.

4 FINANCIAL IMPLICATIONS

Although granting an additional day of annual leave means a loss of productivity there are no additional cost implications for the council arising from the recommendations in this report. If an additional holiday is granted on the basis as proposed it will not result in any additional cost to the council in terms of premium payments and some minor savings in energy costs will arise from the non-use of some council buildings on 29 April.

5 HUMAN RIGHTS IMPLICATIONS

There are no human rights implications associated with this report.

6 EQUALITIES IMPLICATIONS

The issues dealt with in this report have been the subject of consideration from an equalities perspective. An equalities impact assessment is not required.

7 CONSULTATION

The Director of Corporate Services, Head of Law and Administration and Head of Finance have been consulted on the terms of this report. The trade unions have been consulted at a national level and agreed that councils that choose to recognise the royal wedding may do so by granting either an additional public holiday or an additional day of annual leave.

RICHARD STIFF
CHIEF EXECUTIVE

HMR

NOTE  No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973, (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above Report.