

Agenda Item	14
Report No	HC/31/21

THE HIGHLAND COUNCIL

Committee Highland Council

Date: 28 October 2021

Report Title: Platinum Jubilee

Report By: ECO Resources and Finance

1. Purpose/Executive Summary

- 1.1 To mark celebrations for the Queen's 70 years on the throne the UK Government has announced an additional bank holiday on Friday 3 June and moving an existing bank holiday to 2 June to provide an extended weekend.
- 1.2 To recognise the celebrations, it is proposed that the Council grant an additional public holiday on Friday 3 June 2022 but that the existing fixed public holidays will be retained as currently allocated. Offices and schools will be closed on 3 June and any staff required to work that day will be recompensed in accordance with existing policy with regard to enhanced public holiday payments.

2. Recommendations

- 2.1 Members are asked to:
 - i. approve an additional public holiday on 3 June 2022; and
 - ii. note offices and schools will be closed (subject to Scottish Government approval as per section 5.2 of this report) with minimal service provision on 3 June such as emergency services and waste.

3. Implications

- 3.1 **Resource** – Public holidays attract enhanced payment if worked ie 3x hourly rate or 2x hourly rate plus a day in lieu. Waste collection, emergency social work cover, housing repairs and registration will be provided on 3 June at an additional cost.
- 3.2 **Legal** - Single Status has led to all councils establishing their own public holiday entitlement and arrangements and it is therefore up to each council to assess its own contractual provision in relation to public holidays.
- 3.3 **Community (Equality, Poverty, Rural and Island)** – There are no implications arising from this proposal.

- 3.4 **Climate Change / Carbon Clever** – there are no implications arising from this proposal.
- 3.5 **Risk** – Allocation of an additional public holiday will result in a reduction in teaching days. The Council is required to seek permission for this from the Scottish Government. Failure to do so will breach regulations. Scottish Government have confirmed any request will be viewed favourably.
- 3.6 **Gaelic** – there are no implications arising from this proposal except in relation to the reduction in teaching days.

4. Background

- 4.1 The UK Government has confirmed an additional one-off bank holiday will take place on Friday 3 June 2022 to celebrate the Queen's Platinum Jubilee. Furthermore the Spring Bank Holiday at the end of May (30 May) will be moved to Thursday 2 June to allow for a four day weekend of celebrations.
- 4.2 There is no statutory right to take bank holidays and whether or not a worker is entitled to be off work on a bank holiday is determined by their contract of employment.
- 4.3 Highland Council has a total of 14 Public Holidays (pro-rata for staff who work less than 5 days per week). Seven are fixed (2 Christmas, 2 New Year, 2 Easter and 1 May Day). Whilst there is no fixed holiday at the end of May, staff also have 7 floating public holidays which can be taken at any time throughout the year. Therefore, where permissible staff wishing to take 2 June as leave can request this in accordance with the normal leave approval process.

5. Teachers

- 5.1 Teaching staff have separate leave arrangements which are tied in with the approved school year. Regulation 5 of the Schools Scotland General (Scotland) Regulations 1975, as amended, requires schools to be open for a minimum of 190 days per school year. Section 133 (4) of the Education (Scotland) Act 1980 allows Scottish Ministers, on application, to make modifications to these Regulations providing they are satisfied that it would be unreasonable for Regulation 5 to apply, or to apply without modification.
- 5.2 An exceptional closure request would require to be submitted to the Scottish Government indicating the grounds for application to enable school staff and pupils to benefit from an additional public holiday or annual leave day. Scottish Government have confirmed any request will be viewed favourably.
- 5.3 COSLA have surveyed local authorities and 25 responded that a reduction in teaching days is required, with only one council advising there would be no reduction. 7 councils have had their request granted by Scottish Government, 2 councils are awaiting approval and 16 have indicated a request still has to be submitted to Scottish Government.
- 5.4 In the event that any exams are timetabled for June 3rd, these would proceed with staff involved in supporting the examination process on the day recompensed in accordance with enhanced public holiday payments.

6. Survey of other local authorities

6.1 Analysis of information provided by local authorities to a COSLA survey on plans for the Jubilee holiday are as follows:

6.2 Thursday 2 June 2022

- 13 councils have indicated a public holiday will be moved to 2 June
- 9 councils will be open to the public
- 2 councils will be closed with staff using annual leave to cover this closure
- 1 council will move teachers public holidays to 2 June with all other staff to use annual leave
- 0 councils are providing an additional public holiday on this day

Friday 3 June 2022

- 13 councils will be closed with additional day of leave to be taken
- 9 councils have indicated a public holiday will be moved to 3 June
- 3 councils still to decide
- 1 council will move a public holiday to this day
- 0 councils have reported they will be open

7. Proposals

7.1 It is proposed the Council grant an additional public holiday on Friday 3 June 2022. There will be no change to existing 7 fixed public holidays. A request will be made to the Scottish Government for the Council to reduce the number of teaching days to accommodate the additional public holiday.

7.2 Work undertaken on a public holiday is paid at treble time or double time plus a day off in lieu. Services required to be provided on the public holiday will include emergency cover and some amenities services such as waste collection and also schools where exams are timetabled.

Designation: ECO Resources and Finance

Date: 18 October 2021

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