

ABERDEEN CITY COUNCIL

COMMITTEE	Staff Governance Committee
DATE	28 September 2021
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Platinum Jubilee Public Holiday
REPORT NUMBER	RES/21/216
DIRECTOR	Steven Whyte
CHIEF OFFICER	Isla Newcombe
REPORT AUTHOR	Kirsten Foley
TERMS OF REFERENCE	1.2

1. PURPOSE OF REPORT

- 1.1 This report proposes the granting of an additional public holiday on Friday 3 June 2022 in recognition of the Queen's Platinum Jubilee celebrations.

2. RECOMMENDATION

- 2.1 That the Committee approves the granting of an additional public holiday on 3 June 2022.

3. BACKGROUND

- 3.1 The UK Government have announced that there will be an extended long weekend in June 2022 to mark the Queen's Platinum Jubilee.
- 3.2 The Scottish Government acknowledges that it is for each local authority to determine which dates will be classed as public holidays.
- 3.3 The UK Government has suggested that the May Day Bank Holiday be moved to Thursday 2 June with an additional bank holiday taking place on Friday 3 June.
- 3.4 On the Bank and Public Holidays page on the Scottish Government website, the suggestion is that the late Spring Bank holiday, which usually falls on the last Monday in May, be moved to Thursday 2 June with an additional day being given on Friday 3 June.
- 3.5 ACC recognises 7 public holidays; for the majority of staff, these fall on Good Friday, May Day, Christmas Day, Boxing Day, Hogmanay, New Year's Day and 2nd January, with days being substituted where a public holiday falls on a weekend day. Craft workers do not have a public holiday on Good Friday, and instead have an Autumn holiday on the 4th Monday of September. The rest of the public holidays are the same as for other employees.

- 3.6 Given the above, ACC does not have the option of moving the late Spring Bank Holiday.
- 3.7 COSLA undertook a survey to gather together the proposals/decisions from each Authority and the Society for Personnel and Development Scotland (SPDS) undertook some benchmarking. Responses were received from 22 LAs (including ACC). Whilst consultation is still underway in most of these Authorities, the current proposals indicate the following:

Proposal	Number of LAs
Additional Fixed Public Holiday	10
Additional Floating Day	3
No proposal made as yet	7
No public holiday or floating day awarded	1

- 3.8 A number of options were discussed with Trade Unions, ECMT and CMT.
- 3.9 The preferred option identified was that one additional day should be awarded as a public holiday, to be taken on Friday 3 June 2022.
- 3.10 The key consideration in reaching this recommendation was that the awarding of the additional public holiday is specifically to allow people to join in celebrations for the Queen's Platinum Jubilee should they wish to do so; as such, the award of an additional floating day of annual leave would not meet the reason for the day being awarded.

4. FINANCIAL IMPLICATIONS

- 4.1 The cost of paying enhanced rates for essential service delivery is estimated at £22,000 - £24,000.

Service budgets will be charged with the additional costs outlined; this growth will be reflected in budget planning for 2022/23.

5. LEGAL IMPLICATIONS

- 5.1 Regulation 5 of the Schools General (Scotland) Regulations 1975, as amended, requires schools to be open for a minimum of 190 days in a school year. However, section 133(4) of the Education (Scotland) Act 1980 allows Scottish Ministers, on application by a local authority, to modify this requirement providing they are satisfied that it would be unreasonable for Regulation 5 to apply.
- 5.2 The Scottish Government have opted not to put in place an additional day of school closure to celebrate the Platinum Jubilee. They have indicated that if an additional public holiday or leave day would cause a reduction in teaching days, a council will require to seek permission for this from the Scottish Government Learning Directorate through an e-mail request, in accordance with the statutory provisions noted in paragraph 5.1.

- 5.3 A report instructing the Chief Education Officer to make a formal request to Scottish Government for an additional closure day, subject to the Staff Governance Committee approving the recommendation at 2.1, is to be considered at the meeting of the Education Operational Delivery Committee on 23 September 2021.

6. MANAGEMENT OF RISK

Category	Risk	Low (L) Medium (M) High (H)	Mitigation
Strategic Risk	None identified		
Compliance	None identified		
Operational	There is a risk that service users will not be able to access the services they require due to the additional holiday	L	Normal public holiday service delivery levels will be applied in all essential service areas
Financial	There is an additional cost in respect of paying enhanced public holiday rates for staff working on the public holiday	L	Staffing levels will be the minimum to allow for safe service delivery
Reputational	None identified		
Environment / Climate	None identified		

7. OUTCOMES

- 7.1 The proposals in this report have no impact on the Council Delivery Plan.

8. IMPACT ASSESSMENTS

Assessment	Outcome
Impact Assessment	Full impact assessment not required
Data Protection Impact Assessment	Not required

9. BACKGROUND PAPERS

N/A

10. APPENDICES

N/A

11. REPORT AUTHOR CONTACT DETAILS

Name	Kirsten Foley
Title	Employee Relations and Wellbeing Manager
Email Address	KFoley@aberdeencity.gov.uk
Tel	07789 914445