# May Day Holiday 2020

**Report by Service Director HR & Communications**

## Scottish Borders Council

## 26 June 2019

## 1 PURPOSE AND SUMMARY

1.1 **This report proposes that Council agrees to move the May Day holiday in 2020 from Monday 4th May 2020 to Friday 8th May 2020 to coincide with the celebration of the 75th anniversary of VE Day.**

1.2 In addition to annual leave, taken at times requested by an employee and approved by their manager, Scottish Borders Council gives employees four public holidays per annum: Christmas Day, Boxing Day and 1st and 2nd January. It also gives two fixed holidays: May Day, falling on the first Monday of May, and St. Andrew's Day, falling on the Monday nearest to 30th November.

1.3 The Westminster Government has announced that the May Day holiday in England and Wales in 2020 will be moved from Monday 4th May to Friday 8th May. This is to commemorate the 75th anniversary of VE Day, which falls on 8th May.

1.4 Bank holidays are a devolved matter in Scotland. The Scottish Government has announced that they will also move the May Day holiday to 8th May 2020.

## 2 RECOMMENDATION

2.1 **I recommend that Council agrees to Scottish Borders Council taking the May Day holiday on Friday 8th May 2020 rather than Monday 4th May.**

## 3 MAY DAY HOLIDAY 2020

3.1 Bank holidays are national public holidays, set by the Westminster Government for England and Wales and the Scottish Government for Scotland. Traditionally both governments set a bank holiday for the first Monday in May, known as May Day. Although bank holidays are fixed by government, employers are not obliged to give employees these days as holidays.

3.2 In addition to annual leave, taken by employees on dates agreed with their line manager, Scottish Borders Council gives employees four public holidays: Christmas Day, Boxing Day, New Year's Day and 2nd January; and two fixed holidays: May Day and St. Andrew's Day (taken on the nearest Monday to 30th November.

3.3 On 7th June 2019 the Westminster Government announced that the May Day holiday in 2020 would be moved from Monday 4th May to Friday 8th May. The reason for the move is to commemorate the 75th anniversary of VE Day. A number of events are being held across the United Kingdom on the weekend of 8th -10th May 2020. These include:

- The Nation's Toast, where over 20,000 pubs will encourage customers to toast those who took part in the Second World War.
- Bagpipers playing at the top of the highest peaks in each of Scotland, England, Northern Ireland and Wales.
- A special Ringing Out for Peace of bells in churches and cathedrals across the United Kingdom.
- Local street parties and other celebrations across the weekend.

3.4 The Scottish Government has announced that the May Day holiday in Scotland will also be moved to Friday 8th May. The May Day holiday was previously moved in 1995 to mark the 50th anniversary of VE Day. Moving the holiday to Friday 8th May would allow Council employees to take part in commemorative and celebratory events to mark the anniversary.

## 4 IMPLICATIONS

### 4.1 Financial

There are no additional costs associated with moving the holiday from Monday to Friday.

### 4.2 Risk and Mitigations

If employees are not given the holiday on 8th May there is a risk of reputational damage to the Council in that employees will be unable to take part in events on Friday 8th May. The Council may also be perceived as not suitably commemorating what is a significant anniversary.

### 4.3 Equalities

An Integrated Impact Assessment has been carried out on this proposal and it is anticipated that there are no adverse equality implications.

4.4 **Acting Sustainably**
There are no economic, social or environmental effects as a result of this proposal.

4.5 **Carbon Management**
There are no effects on carbon emissions as a result of this proposal.

4.6 **Rural Proofing**
There are no effects on the Council's rural proofing policy as a result of this proposal.

4.7 **Changes to Scheme of Administration or Scheme of Delegation**
There are no changes required to the Scheme of Administration or the Scheme of Delegation as a result of this proposal.

## 5 CONSULTATION

5.1 The Chief Financial Officer, the Monitoring Officer, the Chief Legal Officer, the Chief Officer Audit and Risk, the Corporate Communications & Marketing Officer and the Clerk to the Council have been consulted and any comments received have been incorporated into the final report.

**Approved by**

**Clair Hepburn**
**Service Director HR & Communications**

**Author(s)**

| Name | Designation and Contact Number |
|---|---|
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**Background Papers:**
**Previous Minute Reference:**

**Note –** You can get this document on tape, in Braille, large print and various computer formats by contacting the address below. Iain Davidson can also give information on other language translations as well as providing additional copies.

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