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**Report by Director People Performance and Change**

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**SCOTTISH BORDERS COUNCIL**

**23 September 2021**

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**1 PURPOSE AND SUMMARY**

- 1.1 The purpose of the report is for the Council to consider the best approach to allow employees to celebrate the Queen's Platinum Jubilee in June 2022.
- 1.2 The UK Government has announced that there will be a 4 day weekend from Thursday 2 June to Sunday 5 June 2022 to celebrate the Queen's Platinum Jubilee. They intend to move a late May bank holiday to Thursday 2 June and give an additional one off holiday on Friday 3 June.
- 1.3 Following the UK Government announcement the Scottish Government has confirmed the same arrangement for Scotland. Cosla have not issued specific guidance to Local Authorities, leaving the decision at the discretion of each Council.

**2 RECOMMENDATIONS**

**2.1 It is recommended that the Council:**

**Agrees to grant the holiday as an additional one off annual leave day on Friday 3 June 2022, as outlined in option 2 within this report. If staff are required to work on this holiday no enhancements to pay will be given and only time in lieu will be granted.**

### **3 BACKGROUND**

- 3.1 The UK Government have announced that there will be a 4 day weekend from Thursday 2 June to Sunday 5 June 2022 to celebrate the Queen's Platinum Jubilee. They intend to move the May Day bank holiday to Thursday 2 June and give an additional one off holiday on Friday 3 June.
- 3.2 Following the UK Government decision, Scottish Government have also announced a 4 day weekend, moving a May Bank Holiday to Thursday 2 June and an additional holiday on Friday 3 June 2022.
- 3.3 In the absence of specific guidance from CoSLA each Local Authority is considering different options and as such there is no consistent approach. The options presented in this report are however consistent with what is being considered across other Local Authorities.
- 3.4 In 2011 SBC approved a one off additional days leave to celebrate the Royal Wedding of Prince William and Miss Kate Middleton.

### **4 OPTIONS FOR THE QUEEN'S PLATINUM JUBILEE**

- 4.1 In the absence of specific guidance from Cosla a number of options are presented in this report for consideration.

#### **Option 1**

The first is to do nothing. This may result in an adverse reaction from employees and Trades Unions, particularly given the significant efforts of Council employees throughout the Covid 19 pandemic. While there is a variation of approaches across Scottish local authorities, with many undecided as yet, most who have plans are giving at least an extra day's holiday. This includes Dumfries & Galloway and East Lothian.

#### **Option 2**

- 4.3 Grant a one-off additional day's leave on Friday 3<sup>rd</sup> June. This is the option being used by the majority of Councils who have plans for the Jubilee. It mirrors the steps taken by SBC in 2011 to celebrate the Royal Wedding of Prince William and Miss Kate Middleton

#### **Option 3**

- 4.4 Follow the UK government's approach by moving the SBC May Day holiday on 2 May 2022 to Thursday 2<sup>nd</sup> June and giving an additional day's leave on Friday 3<sup>rd</sup> June.  
Moving the May Day holiday may not be attractive to staff. The Trades Unions may also be unhappy with this given May Day is International Workers Day.

No other local authorities have announced they are taking this approach.

- 4.5 If options 2 or 3 are followed anyone required to work on 3 June 2022 should receive a day to be taken in lieu. Because this is an additional annual leave day and not a fixed or public holiday there would be no enhancements payable for working on that day.
- 4.6 Legislation ensures that part-time employees are not treated less favourably than their full time colleagues and as such would be entitled to this extra leave on a pro-rata basis if they are scheduled to work on that day.
- 4.7 Council policy states that employees are not entitled to recompense if absent due to sickness on a fixed or public holiday. However, those on maternity leave would be entitled to accrue this day if other employees not on maternity leave were granted it.
- 4.8 The Director of Education & Lifelong Learning would need to apply to Scottish Government seeking permission to reduce the number of school days from 190 days to 189 day if a decision to grant the day's additional leave is taken. Scottish Government have confirmed they would be supportive of such an application.

## **5 IMPLICATIONS**

### **5.1 Financial**

There are no financial implications to option 1. Financial implications of granting an additional annual leave day to all staff equates to £ 644,695.

The cost is based on lost productivity for all staff on the assumption that they will all be taking the day off on either the Jubilee Day or later in the year where they have been required to work. For some services there will be further additional costs for casual/relief staff who are required to provide cover for the staff member who is taking the day later.

### **5.2 Risk and Mitigations**

If no action is taken to commemorate the Queen's Platinum Jubilee there is a risk of an adverse reaction from employees and Trades Unions and also reputational damage.

There are similar risks to moving the May Day holiday as provided for in option 3.

### **5.3 Integrated Impact Assessment**

Given the options are either a continuation of the current position or an additional day's leave, there are no equality or Fairer Scotland duty implications and an Integrated Impact Assessment is not required. .

**5.4 Sustainable Development Goals**

There is no impact/ difference to any of the UN Sustainable Development Goals.

**5.5 Climate Change**

There are no Climate Change implications to the proposals in this report.

**5.6 Rural Proofing**

There are no Rural Proofing implications to the proposals in this report.

**5.7 Data Protection Impact Statement**

There are no personal data implications arising from the proposals contained in this report.

**5.8 Changes to Scheme of Administration or Scheme of Delegation**

There are no changes required to either the Scheme of Administration or the Scheme of Delegation as a result of the proposals in this report.

**Approved by**

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**Title** Director People Performance and Change

**Signature** .....

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**Background Papers:** Nil

**Previous Minute Reference:** N/A

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