

**REPORT TO:** Cabinet

**MEETING DATE:** 17 January 2023

**BY: Depute** Executive Director for Council Resources

**SUBJECT:** Kings Coronation – May 2023

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## **1 PURPOSE**

- 1.1 To inform Cabinet of the UK Government's and Scottish Governments decision to declare a National Bank Holiday on Monday 8 May 2023 to mark the Coronations of His Majesty King Charles III
- 1.2 To seek Cabinet approval to agree an additional Public Holiday (pro-rata) for all employees on Monday 8 May 2023 to mark the occasion.

## **2 RECOMMENDATIONS**

- 2.1 That Cabinet agree to an additional Public Holiday on Monday 8 May 2023.

## **3 BACKGROUND**

- 3.1 The UK Government announced that the Coronation of His Majesty King Charles III, will take place on Saturday 6 May 2023 and they have declared a National Bank Holiday on Monday 8 May 2023 to celebrate. The Scottish Government has also declared its support for this additional national holiday, which will form part of a three day "Coronation Weekend" of celebration.
- 3.2 It is the Council's proposal that services (with some exceptions) will observe Monday 8 May 2023 as an additional Public Holiday. Consultation has taken place with the Joint Trades Unions, who are supportive of the Council proposal. Some employees due to the nature of the service they operate in may be required to work that day or because of their work pattern would not be due to be at work that day, will be given the day to take at some alternative time within their leave year
- 3.3 School are required to provide 190 days employee teaching per year and any reduction in this number must be approved by the Scottish Government. The Council has sought and gained approval from the

Scottish Government to reduce the pupil teaching days from 190 days to 188 days in 2023. The Council previously secured a reduction from 190 to 189 day for the Queens State funeral.

- 3.4 At Cabinet on 10 September 2019 the Council Leave Policy was amended to grant Cabinet the powers to award additional leave in accordance with the para below:-

“3.3 On occasion, to mark events of significant national importance, the Council may decide to grant an additional fixed day as annual leave for all or specific employee groups as appropriate.”

#### **4 POLICY IMPLICATIONS**

- 4.1 The ability of Cabinet to grant an additional leave on special occasions was confirmed at Cabinet on 10 September 2019.

#### **5 INTEGRATED IMPACT ASSESSMENT**

- 5.1 The subject of this report does not affect the wellbeing of the community or have a significant impact on equality, the environment or economy

#### **6 RESOURCE IMPLICATIONS**

- 6.1 Financial – The costs of this additional public holiday will largely be contained from within existing budgets, but some front line services will be required to operate over this period and therefore will attract enhanced rates for a public holiday as well as cover arrangements when they take the day at a later time, this will likely cost in the region of £150,000.

- 6.2 Personnel - There may be some issues around shorter working days and changed shift patterns caused by the additional days leave. Information will be provided for all employees on the application arrangements of this change.

- 6.3 Other – None

#### **7 BACKGROUND PAPERS**

- 7.1 None.

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