

National Public Holiday for HM The King's Coronation

Report by Kevin Anderson, Executive Director - Place

Report for Decision

1 Recommendation

Council is requested to;

- i. consider the introduction of 8th May, 2023 as a public holiday, in light of the announced national bank holiday on that date to mark the Coronation of His Majesty King Charles III, which will take place on Saturday 6th May, 2023, and, if approved;
- ii. requires the Executive Director Children, Young People and Partnerships to progress the exceptional school closure request for the day from the Scottish Government.

2 Purpose of Report/Executive Summary

With the Scottish Government confirming an additional bank holiday, consideration needs to be given to whether the additional day should be recognised locally.

CoSLA has advised that it is unlikely to provide guidance on this, as leave is a matter for local determination by each Council. If guidance is provided it is likely to be flexible and retain local determination, in line with guidance for the recent Jubilee.

Bank holidays or local public holidays do not have to be given as paid leave as these can be included as part of a worker's statutory annual leave and the approach to be taken is for each local authority to determine. Consequently options for members to consider are:

- offering an additional fixed day, or
- offering an additional public holiday onto annual leave entitlement, or
- making no adjustment to holidays for the Coronation

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3 Background

Buckingham Palace has announced that King Charles III's Coronation will be held on Saturday 6th May 2023 at Westminster Abbey in London and Camilla, Queen Consort, will also be crowned at the same event.

The First Minister has confirmed, together with the other nations of the United Kingdom, that an extra bank holiday will take place on Monday 8th May 2022 two days after the official ceremony. This is in addition to the national public holiday already in place on 1st May, and although it is a recognised Early May Bank Holiday, this is not a local public holiday in Midlothian to permit an alternative date swap option.

In relation to schools in Scotland, Ministers have confirmed their view that it is important that families in Scotland are also able to participate in the Coronation celebrations and are supportive of this being taken as a school holiday. Consequently, SQA exams that were scheduled to take place on the 8th May will no longer be held then, with the SQA to engage in finalising alternative dates within the existing timetable.

Midlothian Council has already published school term dates for 2022/23 and if this additional public holiday is agreed, the education service will be required to progress an exceptional school closure request from the Scottish Government.

4 Report Implications (Resource, Digital and Risk)

4.1 Resource

Given the recent pay agreement for local government, SJC employees will already have an additional day's leave from 2022 and beyond which comes at a cost. An initial assessment of an additional fixed public holiday has been made of added paybill costs which would need to be provided for in the

2023/24 budget as an extra pressure amounting to £100,000.

4.2 **Digital**

There are no digital implications arising from this report.

4.3 **Risk**

Officers are aware of the costs of a public holiday and financial position of the Council, and the impact if additional monies are to be found.

4.4 **Ensuring Equalities (if required a separate IIA must be completed)**

There is no significant impact arising from the proposal contained within this report

4.5 **Additional Report Implications**

Appendices

APPENDIX A – Report Implications

A.1 Key Priorities within the Single Midlothian Plan

Not applicable

A.2 Key Drivers for Change

Key drivers addressed in this report:

- Holistic Working
- Hub and Spoke
- Modern
- Sustainable
- Transformational
- Preventative
- Asset-based
- Continuous Improvement
- One size fits one
- None of the above

A.3 Key Delivery Streams

Key delivery streams addressed in this report:

- One Council Working with you, for you
- Preventative and Sustainable
- Efficient and Modern
- Innovative and Ambitious
- None of the above

A.4 Delivering Best Value

Not applicable

A.5 Involving Communities and Other Stakeholders

Initial, informal engagement with local Trades Unions did not express a preference on local arrangements. An employee working on a public holiday will receive the appropriate overtime rate for all hours worked on the public holiday, regardless of the hours worked in the week.

A.6 Impact on Performance and Outcomes

Not applicable

A.7 Adopting a Preventative Approach

Not applicable

A.8 Supporting Sustainable Development

Not applicable.