

**WEST DUNBARTONSHIRE COUNCIL****Report by Chief Officer – People and Technology****Corporate Services Committee: 24 November 2021**

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**Subject: Queen's Platinum Jubilee 2022****1. Purpose**

- 1.1 To update the Committee on the options considered in respect of the Queen's Platinum Jubilee extended celebratory weekend in June 2022.

**2. Recommendations**

- 2.1 The Committee is asked to approve the preferred approach to celebration of the Jubilee.

**3. Background**

- 3.1 The UK will celebrate the Queen's 70th anniversary as monarch from Thursday, 2nd June 2022 to Sunday, 5th June 2022. The UK Government has announced that the 2022 May Bank Holiday weekend will move to Thursday, 2nd June, and Friday, 3rd June 2022 will be a Bank Holiday (the actual Anniversary falls on 6th February 2022).
- 3.2 The four nations will come together over a four-day holiday weekend to celebrate The Queen's 70 year reign. There will be an extensive programme of public events mixed with traditional pageantry with technological displays. A jubilee medal will be created and awarded to public service including representatives of the Armed Forces, the emergency services and the prison services. This tradition stretches back to the reign of Queen Victoria when an official medal was designed to mark her 50th anniversary on the throne.
- 3.3 The celebrations will be spread across major cities and communities across the UK and the Commonwealth, allowing people to join together in celebration and thanks at a national and local level.
- 3.4 2022 is set to be a significant year for the UK as the country is also host to the Birmingham 2022 Commonwealth Games and Festival UK 2022, each of which will bring a worldwide focus to the UK and will showcase the best of 21st Century Britain.

**4. Main Issues**

- 4.1 In considering viable options, the repercussions of moving the early May public holiday in 2020 were a significant barrier to seeking to move this again. Approximately 13 Local Authorities (as at 28/9/21) had already moved this or the late May Public Holiday to the Thursday 2<sup>nd</sup> June. West Dunbartonshire

no longer has a fixed public holiday at the end of May and, given views of the trades union, moving the early May public holiday was discounted.

- 4.2 There were several possible options with a variety of approaches being considered and agreed across Scottish Local Government. Seven Councils have proposed remaining open on Thursday 2<sup>nd</sup> June with leave able to be requested in accordance with the respective Annual Leave Policy. Almost universally, the Friday 3<sup>rd</sup> June will be a day of closure, with Scottish Government permission required for one less teaching day.
- 4.3 Scottish Government have confirmed that they were “content for local authorities to apply for an exemption from the requirement to provide 190 days of schooling for the schools in their area should they decide on an additional day to accommodate the Platinum Jubilee”. The Chief Education Officer had proposed to align approach with that of the GCR/West Partnership and move the May Holiday Weekend on Monday 30<sup>th</sup> May to Thursday 2<sup>nd</sup> June and award an additional day of leave on Friday 3<sup>rd</sup> June. The holiday on Friday 27<sup>th</sup> May would not change. The authorities in the West Partnership have, in principle, adopted this approach however our Teaching Unions resisted this move, electing only to mark the Friday, 3<sup>rd</sup> June.
- 4.4 The preferred option, and one which honours the spirit of the occasion, would be for relevant Local Government employees to be invited to request a day of leave from their entitlement for the Thursday 2<sup>nd</sup> June should they wish to mark the occasion and the Friday, 3<sup>rd</sup> June 2022, will be a day of closure with normal pay for the day applied. This ensures that the approach is one agreed for the workforce and relevant establishments will therefore be closed on Friday 3<sup>rd</sup> June only.
- 4.5 Alternatives considered locally included not marking the occasion at all and closing relevant establishments on both days. The first was felt to be inconsistent with UK and Scottish Government policy, would potentially attract negative attention and prevent the workforce from joining in the celebrations (should they wish to). Closing on both days has been rejected by the LNCT trade unions and the SJC unions have confirmed that members would prefer to have the option of taking Thursday 2<sup>nd</sup> June as opposed to it being an additional day of closure requiring them to take leave.

## **5. People Implications**

- 5.1 There are resource implications in respect of front line/statutory services requiring employees to work resulting in the additional leave day being granted at a later date, incurring cover costs. This coupled with the potential pressure of COVID related self-isolation requirements, increasing absence across the organisation, but especially in these areas, means that this pressure could present challenges and impact the service(s).
- 5.2 The additional day of closure (pro rata for those working less than full time) will reduce the productivity output by one working day for each employee. The day is not applicable to casual or supply workers unless engaged to work over

that period. There would be no day in lieu award to those whose normal working pattern does not include a Friday. This is consistent with the Council's Annual Leave Policy.

## **6. Financial Implications**

- 6.1** The financial implications associated with the day will centre on lost productivity for the majority.
- 6.2** In HSCP, the requirement to maintain services and therefore require employees to work on the Friday will incur additional cost in the region of £20k for cover costs for time off in lieu, payable on top of basic pay.

## **7. Risk Analysis**

- 7.1** No risk assessment is required. However, choosing not to mark the occasion may result in negative publicity and fail to secure agreement of the trade unions and Elected Members.

## **8. Equalities Impact Assessment (EIA)**

- 8.1** An EIA screening has been undertaken and has not identified any impact on any protected group.

## **9. Consultation**

- 9.1** The proposals were discussed with the trade unions on 17<sup>th</sup> August 2021 with no firm position stated by any. Convenor Group held on 21<sup>st</sup> September 2021 agreed to present options paper to respective Branches and feedback received has agreed the proposed and recommended option.
- 9.2** Discussion with legal colleagues confirmed the restriction of the closure day to those whose normal working week includes a Friday is supported by case law.

**Victoria Rogers**  
**Chief Officer - People and Technology**  
**Date: 19<sup>th</sup> October 2021**

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**Appendices:** EIA

**Background Papers:** None

**Wards Affected:** None