

**WEST DUNBARTONSHIRE COUNCIL****Report by Chief Officer – People and Technology****Corporate Services Committee: 1 February 2023**

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**Subject: King's Coronation 2023****1. Purpose**

- 1.1 To update the Committee on the proposed approach in respect of the King's Coronation on Monday 8<sup>th</sup> May 2023.

**2. Recommendations**

- 2.1 The Committee is asked to approve the approach which was also adopted for the Queens' State Funeral and the Jubilee in 2022.

**3. Background**

- 3.1 The date of His Majesty the King's Coronation has been confirmed as Monday 8 May 2023. This date will also be a bank holiday. There is no statutory entitlement to paid leave for a bank holiday, it being for employers to determine.
- 3.2 The Scottish Government has issued advice that the First Minister has confirmed, along with the other nations of the United Kingdom, the introduction of a Bank Holiday to mark the celebration of His Majesty's Coronation. 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 next year and is supportive of these days being taken as school holidays.
- 3.3 In light of this, the Council proposes adopting a similar approach to service closure as generally followed over the festive period and applied to both the Jubilee holiday and the Queen's State Funeral. The key exceptions being essential care and frontline emergency response services.
- 3.4 Chief Officers have considered the implications for their own areas and information will be communicated to service users. An administrator message will be issued subject to agreement and will also confirm exemptions for personal events already scheduled and committed, i.e. funerals/burials and weddings/civil partnerships.

**4. Main Issues**

- 4.1 In considering viable options, the approach taken for the Queen's Platinum Jubilee and State Funeral has been considered appropriate.

- 4.2 If agreed the Council will announce a day of closure for Monday 8 May 2023 for all but absolutely essential services.
- 4.3 Employees who are contracted to work but their place of work is closed on Monday 8 May 2023 will be awarded normal pay for the day.
- 4.4 Employees contracted to work on Monday 8 May 2023 and who are required to work to maintain frontline essential services will receive normal pay for the day plus time off in lieu.
- 4.5 There is no option for employees, not required to work, to choose to work on that day and claim time in lieu.
- 4.6 Employees not contracted to work on Mondays will have time added to their leave entitlement.

## **5. People Implications**

- 5.1 There are resource implications in respect of front line/statutory services requiring employees to work resulting in the time off in lieu being granted at a later date, incurring cover costs.
- 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.
- 5.3 While there is no legal obligation to award time off in lieu to those whose normal working pattern does not include a Monday, applying this award accords with the decision of Council in respect of the Jubilee and State Funeral.

## **6. Financial and Procurement Implications**

- 6.1 The financial implications associated with the day will centre on lost productivity for the majority. Awarding the time in lieu to those not entitled to it will incur costs of circa £100,000 (per Jubilee holiday and State Funeral).
- 6.2 In HSCP, the requirement to maintain services and therefore require employees to work on the Monday 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 recognise the occasion will result in negative publicity (disrespect of the Monarch) and potentially fail to secure agreement of the trade unions and Elected Members.

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

- 8.1** An EIA screening was undertaken in relation to the Queen's Jubilee and State Funeral and did not identify any impact on any protected group. This has been relied upon in respect of this proposal.

## **9. Consultation**

- 9.1** The proposals were presented to the trade unions on 13<sup>th</sup> December 2022 and they had sight of the report in advance of Committee. No formal feedback has been provided and no issues raised.
- 9.2** Discussion with legal colleagues confirmed the restriction of the closure day to those whose normal working week includes a Monday is supported by case law. However, previous decisions have resulted in those not contracted to work a Monday receiving the time in lieu.

**Victoria Rogers**

**Chief Officer - People and Technology**

**Date: 13<sup>th</sup> January 2023**

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**Appendices:** None

**Background Papers:** EIA (Jubilee version relied upon)

**Wards Affected:** None