

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

October 2021

Head of Human Resources – Sheenagh Rees

Matter for Information

Wards Affected: all wards

Christmas and New Year Holiday Arrangements 2020/21

1. Purpose of Report

- 1.1 The purpose of this report is to seek Member approval for the opening/closing arrangements for the main Civic Offices during the Christmas and New Year Holiday period 2021/2022.
- 1.2 An early decision is requested as a result of the implementation of the new HR/Payroll system in April 2021 which requires all holidays to be built into the system for each calendar year. As such, it is necessary, ahead of the implementation, to have in place the Christmas and New Year holiday arrangements for 2021/22.

2. Background information

The prescribed bank holidays for the 2021 / 2022 festive period are as follows:

Monday 27th December 2021 Christmas Day

Tuesday 28th December 2021 Boxing Day

Friday 31st December 2022 New Year's Day

- In addition to the above, Local Government Services employees are awarded an **Extra Statutory Holiday** during this period, the timing of which is to be determined by the Authority.
- Employees are also entitled to an **additional day of annual leave** which is allocated over the Christmas Holiday Period.
- It has also been past practice since the inception of the Authority to award a **½ day special leave** to employees on the afternoon of the last working day before Christmas.

3. Proposed Holiday Arrangements

- 3.1 Managers of all business critical services across the Council will ensure that all such services continue to be available on a 24 / 7 basis, where necessary, and that standby / callout arrangements are in place so that appropriate responses can be made to emergencies arising during the holiday period.
- 3.2 The proposal below is primarily concerned with civic office opening and closing arrangements over the holiday period.
- 3.3 This proposal does not require employees to use any of their annual leave over the prescribed Christmas and New Year Holiday period.
- 3.4 The following allocation of days is proposed:

Friday	24 th December 2021	AM – Normal working day PM – office close at 1.00 pm – Special Leave Granted
Monday	27 th December 2021	Bank Holiday (in lieu of Christmas Day)
Tuesday	28 th December 2021	Bank Holiday (in lieu of Boxing Day)
Wednesday	29 th December 2021	Additional Annual Leave day (*)
Thursday	30 th December 2021	Extra Statutory Day
Friday	31 st December 2021	Bank Holiday (in lieu of New Years' Day and moved from 3 rd January 2022)
Monday	3 rd January 2022	Normal Working Day

- 3.5 (*) Main civic centres will be closed on these dates, however some services will require employees to work on these dates and employees will be able to take their annual leave on alternative dates, so that service delivery is not detrimentally affected. Where employees are required to work, the relevant Head of Service will notify employees as soon as possible and will ensure that necessary welfare facilities and management support is available.
- 3.6 The proposal was developed in consultation with Heads of Service, Corporate Directors and senior managers. Trade Unions have been consulted in relation to this proposal and support this option for 2021/22.

4. Implementation

In order to ensure that employees are aware of these arrangements, during February 2021, details will be placed on the HR Intranet, on employee news, an article will be placed 'In The Loop' and Heads of Service will be requested

to cascade the information to managers and employees within their respective service areas.

5. Financial Impact

The decision has been made taking into account the cost to the authority of opening the civic buildings during a time when the majority of employees take their annual leave.

6. Integrated impact assessment:

A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. The first stage assessment, attached at appendix 1 has indicated that a more in-depth assessment is not required. A summary is included below:

“A full impact is not required as there is no impact on any protected group. It also has no negative impact on bio-diversity or the Welsh Language”.

7. Valleys Communities Impacts:

No Implications

8. Workforce Impacts

This proposal will impact on all employees and arrangements will be made to ensure that employees are aware of their particular service arrangements.

9. Legal Impacts

There are no legal impacts associated with this proposal.

10. Risk Management

There are no risks associated with this report.

11. Consultation

There is no requirement under the Constitution for external consultation on this item.

12. Recommendation

It is **RECOMMENDED** that members approve the proposal in relation to Christmas / New Year holiday arrangements for 2021/2022.

FOR DECISION

12. Officer contact

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13. List of Background Papers

None.