

Committee: **Special Executive Committee**

Date of meeting: **1st September 2021**

Report Subject: **Request for additional annual leave day for workforce**

Portfolio Holder: **Councillor Nigel Daniels**

Report Submitted by: **Andrea J Prosser, Head of Organisational Development**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
	x	18.08.21				01.09.21		

1. Purpose of the Report

- 1.1 The purpose of this report is for the Executive to consider the request from the Joint Trade Unions (Unison, GMB and Unite) to grant an additional days leave (one off) for the 31st December 2021 for the workforce (not those employed by schools).

2. Scope and Background

- 2.2 The Joint Trade Unions at a consultation meeting with the Corporate Leadership Team and the Executive on the 28th July 2021 requested that the Council consider granting the 31st December 2021 as an additional days leave as acknowledgement to the workforce for their excellent response to the Covid 19 pandemic.
- 2.3 The Council closes its buildings for the Christmas week and normally staff are expected to use a day out of their annual leave allowance for the 31st of December. Where staff in frontline services are required to work they are paid at their normal rate of pay and do not take a day's leave. Schools are closed during this period and those employed by schools do not work during this week.

3. Options for Recommendation

3.1 Option 1

That the Executive support the trade union request and grant the 31st December 2021 (this year only) as an additional days leave.

- 3.2 **Option 2**
That the Executive do not support the granting of an additional days leave for the workforce for the 31st December 2021.
4. **Evidence of how does this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**
- 4.1 The trade union in their request said that the additional day's leave would be acknowledgement of the workforce's commitment in responding to the Covid pandemic and prioritising the delivery of services to the Community.
5. **Implications Against Each Option**
- 5.1 ***Impact on Budget (short and long term impact)***
There is no direct impact on the budget, however, the additional day's leave would mean that the workforce would not be delivering services for an additional day in the year 2021/2022.
- 5.2 ***Risk including Mitigating Actions***
Those services that need to be delivered on the 31st December would still be delivered and those working will take the additional days leave at another time.
- 5.3 ***Legal***
N/A
- 5.4 ***Human Resources***
This applies to the Council's workforce (with the exception of those employed by schools) who are requested to take a mandatory leave day for the 31st December 2021.
6. **Supporting Evidence**
- 6.1 ***Performance Information and Data***
N/A
- 6.2 ***Expected outcome for the public***
N/A
- 6.3 ***Involvement (consultation, engagement, participation)***
This request has come from the Joint Trade Unions.
- 6.4 ***Thinking for the Long term (forward planning)***
This is a one off request for the year 2021.
- 6.5 ***Preventative focus***
N/A
- 6.6 ***Collaboration / partnership working***
N/A

6.7 ***Integration (across service areas)***

N/A

6.8 ***Decarbonisation and Reducing Carbon Emissions***

Buildings are normally closed for this week during Christmas.

6.9a ***Socio Economic Duty Impact Assessment***

6.9b. ***Equality Impact Assessment***

This proposal applies to the workforce that would normally be asked to take a mandatory leave day on the 31st December 2021.

7. **Monitoring Arrangements**

7.1 This is a one off request and will not require monitoring.

Background Documents /Electronic Links

N/A