

**ANGUS COUNCIL**

**POLICY & RESOURCES COMMITTEE – 26 APRIL 2016**

**ST ANDREW'S DAY HOLIDAY**

**REPORT BY SHARON FAULKNER, HEAD OF HR, IT & ORGANISATIONAL DEVELOPMENT**

**ABSTRACT**

This report seeks approval of proposed changes to the St Andrew's Day holiday for Local Government employees.

**1. RECOMMENDATION**

1.1 It is recommended that the Policy and Resources Committee approves the proposed changes to the St Andrew's Day holiday for Local Government employees.

**2. ALIGNMENT TO THE ANGUS COMMUNITY PLAN/ SINGLE OUTCOME AGREEMENT/ COUNCIL PLAN**

2.1 This report contributes to the achievement of the following local outcome(s) contained within the Angus Community Plan and Single Outcome Agreement 2013-2016.

2.2 Through our workforce strategy we will create and maintain a workforce which is led and managed effectively, is the right size and shape, is committed and motivated and has the skills, knowledge and tools it needs.

**3. BACKGROUND**

3.1 The St Andrew's Day Holiday (Scotland) Bill was approved by Parliament in 2006 to promote St Andrew's Day on 30 November as a national celebration of Scottish identity and culture across the whole of Scotland.

3.2 Although employers are not required by the legislation to give employees a holiday on St Andrew's Day, it is one of seven public holidays in Angus (pro rata for part-time employees who work less than a five day week). These holidays are fixed by the council and advance notice is given of when they fall each year. When St. Andrew's Day falls on a Saturday or Sunday, the public holiday takes place on the following Monday.

3.3 This year St Andrew's Day falls on a Wednesday.

**4. PROPOSAL**

4.1 In order to minimise disruption to services and maximise the benefits of the holiday for employees, it is proposed that the St Andrew's Day public holiday for 2016 is changed from Wednesday 30 November to Friday 2 December. This is in line with the change agreed for Scottish Government for this year.

4.2 It is also proposed that in future years, the public holiday is taken on the Friday following 30 November. For example, in 2017, 30 November is a Thursday and it is therefore proposed that the public holiday is taken on Friday 1 December.

**5. FINANCIAL IMPLICATIONS**

5.1 There are no financial implications associated with this report.

**6. CONSULTATION**

6.1 The Strategic Director – Resources, Head of Corporate Improvement and Finance and Head of Legal and Democratic Services have been consulted on the terms of this report.

6.2 Consultation has been undertaken with the Executive Management Team and Trade Unions.

**NOTE:** No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

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