

ANGUS COUNCIL

9 FEBRUARY 2023

INTERNATIONAL WORKERS MEMORIAL DAY

REPORT BY MARK ARMSTRONG, DEPUTY CHIEF EXECUTIVE

ABSTRACT

This report proposes that Angus Council formally recognises International Workers Memorial Day (IWMD) which takes place annually on April 28, an international day of remembrance and action for people who are killed, disabled, injured, or made unwell in the course of their work. The report also recommends that in collaboration with our recognised Trade Unions, the Council and a group of young people create and establish an IWMD memorial within Forfar.

1. RECOMMENDATIONS

It is recommended that the Council:

- (i) Notes the collaborative work that has been undertaken between the Council and Trade Unions in relation to International Workers Memorial Day (IWMD).
- (ii) Agrees to formally recognise International Workers Memorial Day annually on April 28.
- (iii) Agrees to the creation and establishment of an IWMD memorial within Angus as detailed within this report.
- (iv) Agrees that, if the report recommendations are approved, the first formal IWMD recognition event will take place on 28 April 2023 with the memorial bench and tree in place for 2024.

2. ALIGNMENT TO THE COUNCIL PLAN

This report contributes to the following strategic priority in the Angus Council Plan:

- Caring for Our People

3. BACKGROUND

- 3.1 Council officers from across many service areas and representatives of our recognised Trade Unions meet at least four times per year as the Corporate Health and Safety Group.
- 3.2 Amongst the Group's Purpose is the objective "To promote the co-operation of all Angus Council employees in ensuring the health, safety and welfare of all staff and non-employees affected by the Council's operations".
- 3.3 At its meeting in September 2022 the group received a presentation from Scottish Hazards in relation to International Workers Memorial Day (IWMD) which takes place annually around the world on April 28, an international day of remembrance and action for people who are killed, disabled, injured, or made unwell in the course of their work.
- 3.4 The Health & Safety Executive recognised IWMD in 2000 and in 2007 and 2010 respectively the Scottish and UK Governments both subsequently recognised the day.
- 3.5 The Scottish Hazards' ask of the Corporate Health and Safety Group was for Angus Council to recognise the day and if possible, to establish a physical IWMD memorial within the County. Scottish Hazards are working across all Scottish councils seeking formal recognition of International Workers Memorial Day.

- 3.6 The Corporate Health and Safety Group supported the request in principle and agreed to collaboratively explore how this could be achieved, recognising that ultimately it would be a decision for elected members and any proposals would require to take account of the Council's financial challenges.
- 3.7 In addition, it was agreed that the development of proposals related to IWMD would be an ideal project in which to involve young people thereby raising their awareness and understanding of the importance of health and safety in the workplace.

4. CURRENT POSITION

- 4.1 Council officers and the Trade Unions have worked together to consider how best to install a permanent memorial within Angus that would act as the focal point for IWMD and provide a place for remembrance of those people who are killed, disabled, injured, or made unwell in the course of their work.
- 4.2 Initial thinking determined that a tree with an associated bench, upon which people could reflect and remember, would be an appropriate and low-cost IWMD memorial. A tree memorial exists at Dundee's Waterfront.
- 4.3 It is also recommended that any IWMD memorial would best be located within Forfar as the Council's administrative centre within the County. In addition, by locating any memorial on council owned land the ongoing maintenance of the memorial site would be covered by existing grounds maintenance budgets thereby avoiding additional costs.
- 4.4 Given the financial challenges faced by the Council, and in recognition of the collaborative nature of this proposal, all five recognised Trade Unions have agreed to contribute £500 each towards the costs of the production and installation of a memorial.
- 4.5 Based on similar projects, it is anticipated that the total cost to plant a tree and manufacture and install a bench and tree guard is in the region of £3,000. With the five Trade Unions contributing £2,500 towards this total cost, the Council's contribution would be £500. The memorial bench and tree guard would be manufactured out of galvanized and powder coated steel to further minimise ongoing maintenance costs.
- 4.6 To involve young people in this work, Forfar Academy and Vibrant Communities youth work staff have engaged the active participation of a group of S1 and S2 students within the school. An initial meeting was held with this group in December 2022 and the young people are keen to be involved in identifying a suitable site for any memorial within Forfar and to contribute to the design, and possible construction, of the bench and tree guard.

5. PROPOSALS

- 5.1 It is proposed that Angus Council formally recognises International Workers Memorial Day which takes place annually on April 28 as an international day of remembrance and action for people who are killed, disabled, injured, or made unwell in the course of their work.
- 5.2 To provide a focal point for IWMD and to have a dedicated place where people can reflect and remember others, it is also proposed that a memorial tree and bench are established on an appropriate council owned site within Forfar.
- 5.3 Should the Council approve the above proposals the first event to recognise IWMD could take place on 28 April 2023.
- 5.4 A group of young people who are current S1 and S2 students at Forfar Academy will work with council officers and Trade Union representatives to identify a suitable site for the memorial tree and bench and will contribute to the design, and possible construction, of the bench and tree guard.
- 5.5 Given the time required to design, construct and install any memorial the first IWMD at the memorial site with the tree and bench in situ would however be on 28 April 2024.

6. FINANCIAL IMPLICATIONS

- 6.1 The Council's current financial challenges and the requirement to avoid new expenditure and minimise ongoing revenue costs were at the forefront of considerations in relation to this matter.
- 6.2 The five recognised Trade Unions have agreed to meet the vast majority of the purchase costs associated with the memorial, £2,500 out of £3,000. It is intended that the Council's contribution of £500 towards the costs of the memorial would be met from the 2022/23 Provision for Additional Burdens revenue budget.
- 6.3 By locating the memorial on council land which is already maintained within existing budgets and by constructing the memorial bench and tree guard in galvanized and powder coated steel ongoing revenue costs associated with the memorial are minimal with the bench almost maintenance free apart from an occasional wipe down to remove dirt and grime.

7. EQUALITY IMPACT ASSESSMENT

An Equality Impact Assessment is not required

8. CONSULTATION

- 8.1 The Chief Executive, Directors and Finance, Legal and Democratic and Environment and Infrastructure have all been consulted in relation to this report. In addition, the five recognised Trade Unions and Forfar Academy and Vibrant Communities staff have been involved in the development of the proposals detailed within the report.

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.

REPORT AUTHOR: Mark Armstrong, Depute Chief Executive

EMAIL DETAILS: armstrongm@angus.gov.uk

List of Appendices:



Appendix 1

Equality Impact/Fairer Scotland Duty Assessment Form

(To be completed with reference to Guidance Notes)

Step 1

Name of Proposal : Formal recognition of International Workers Memorial Day

Step 2

Is this only a **screening** Equality Impact Assessment

Yes/~~No~~

(A) If Yes, please choose from the following options **all** reasons why a full EIA/FSD is not required:

(i) It does not impact on people

Yes/~~No~~

(ii) It is a percentage increase in fees which has no differential impact on protected characteristics

Yes/No

(iii) It is for information only

Yes/No

(iv) It is reflective e.g. of budget spend over a financial year

Yes/No

(v) It is technical

Yes/No

If you have answered yes to any of points above, please go to **Step 16**, and sign off the Assessment.

Step 16: Sign off and Authorisation. Please state name, post, and date for each:

Prepared by: M Armstrong, Depute Chief Executive. 16 January 2023

Reviewed by:

Approved by:

NB. There are several worked examples of separate EIA and FSD Assessments in the Guidance which may be of use to you.
