

Stratfield Mortimer Parish Council

Finances and General Purposes 05/05/2022

Additional Bank Holiday

Agenda item 21/086 3: To review the circumstances around the additional bank holiday on the 3rd of June and agree how this should be managed.

BACKGROUND

Information received from HALC's HR Service: Local Council People & Development (LCPD):

The government has announced an additional bank holiday in 2022 (Friday 3 June), to celebrate the Queen's platinum jubilee. In addition, the late May bank holiday has been moved to Thursday 2 June.

This means that employers face the unusual situation of there being two back-to-back bank holidays in June 2022.

Councils needs to look at how they will approach the additional bank holiday. This will be determined to some extent by the wording in employees' contracts of employment. For example, where the contract entitles employees to take leave on "all bank and public holidays", the Council will be required to grant the extra day as leave. However, if the contract states X days annual leave plus 8 bank holidays This means that an employee would not be entitled to automatically take the 9th, and additional, bank holiday in 2022. The employee could take the 3 June as one of their bank holidays but would need to be made aware they could then not take one of the other bank holidays in the year.

Even if the contract is not obliged to grant the extra day as leave, Councils may choose to do so as a goodwill gesture to employees (for example in reward of their hard work during the pandemic).

The contracts of employment of SMPC's 3 employee's state that each employee is entitled to the "normal bank and public holidays" in each year. SMPC employees are not, therefore, automatically entitled to take the additional bank holiday on Friday the 3rd June and consideration needs to be given as to how SMPC wish to manage this

L.H. 26/04/2022