

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 11 DECEMBER 2007

REPORT BY THE SECRETARY OF THE STAFF SIDE

6(C) LEAVE AT CHRISTMAS

WARD(S) AFFECTED: None

RECOMMENDATION - that an additional day's leave be granted to all staff during the Christmas period; the date of which to be determined each year by the Council.

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1.0 Purpose/Summary of Report

1.1 To provide an opportunity for further debate, following the Council decision to keep Council offices open on 24 December 2007.

2.0 Contribution to the Council's Corporate Priorities/Objectives

2.1 Deliver customer focused services by maintaining and developing a well managed and publicly accountable organisation.

3.0 Background

3.1 The Staff Side requested at the last meeting of the Local Joint Panel that the Council offices should be closed on 24 December 2007 in line with Herts County Council who allow their staff an additional day's leave each year. The extra day's leave would normally be taken on Christmas Eve but if this day fell at the weekend an alternative would be given. The matter was referred again to the Human Resources Committee who confirmed their support for the previous Council decision to keep the offices open.

4.0 Report

4.1 In light of the above decision the Staff Side who acknowledge the Council's difficulty in reversing a previous decision would ask that consideration be given to closure on an alternative day this year and that the Council follows the practice of Herts County Council and other councils in granting an additional day's leave each year. The

day's closure could vary each year depending on the day the bank holidays fell and could be determined each year by the Council.

4.2 Without reiterating all the arguments used at the last meeting the Staff Side are convinced that there would be little inconvenience to customers since all emergency services would still be operating and that in fact the public would scarcely notice an extra day's closure over the Christmas period.

4.3 If the Council would agree to this request, it would raise morale enormously in what has been a year of turmoil for staff with restructures, the departure of many long-serving and experienced employees and the constant pressure of efficiency savings, unfilled vacancies and budget constraints.

5.0 Consultation

5.1 None

6.0 Legal Implications

6.1 None

7.0 Financial Implications

7.1 None

8.0 Human Resource Implications

8.1 None

9.0 Risk Management Implications

9.1 None

Background Papers

None

Contact Officer: Jane Sharp, Staff Side Secretary – Ext 2120