

**For publication**

**Christmas / New Year Discretionary Day 2021/22**

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Meeting: Employment and General Committee  
Date: 15 November 2021  
Report by: Head of HR and Learning and Development

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**1.0 Purpose of Report**

1.1 To decide the discretionary day for Christmas/New Year 2021/22.

**2.0 Background**

2.1 At Council Minute No 577 (2001/2) under 'Annual Leave Entitlement' it was resolved that the discretionary day for Christmas/New Year be resolved each January for that year. At the CJCC in January 2004 it was resolved to decide the Christmas/New Year discretionary day at the preceding year's October CJCC. If there is an isolated day during any Christmas/New Year period, the discretionary day is to be used there.

**3.0 Report**

3.1 Christmas/New Year dates for 2021/22 are:

Christmas Day	Saturday 25 December
Boxing Day	Sunday 26 December
New Year's Day	Saturday 1 January

**3.2 Options for Concessionary Day 2021/22:**

There is no isolated day during this Christmas period. There are three potential options for the discretionary day:-

1. Friday 24 December 2021
  2. Wednesday 29 December 2021
  3. Friday 31 December 2021
- 3.3 A poll was conducted on aspire and over 61% of respondents expressed a preference for Friday 24<sup>th</sup> December 2021.
- 3.4 This date will be applied across most council services unless it is decided different operational needs take priority e.g. in Venues or Leisure.
- 3.5 This date has been considered and approved at Employer Trade Union Committee on 11 October 2021.
- 4.0 **Recommendation**
- 4.1 It is recommended that the discretionary day for 2021/22 is approved as option 1 (24 December 2021) for all staff as this is the preferred option by staff.

**Document information**

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<b>Background documents</b>	
None	