



General Purposes Committee
8 November 2021

**Report from the Head of Paid
Service**

Christmas Closure 24th December 2021

Wards Affected:	All
Key or Non-Key Decision:	N/A
Open or Part/Fully Exempt: (If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)	Open
No. of Appendices:	None
Background Papers:	None
Contact Officer(s): (Name, Title, Contact Details)	Martin Williams Head of HR Email: martin.williams@brent.gov.uk Tel: 020 8937 3209

1 Purpose of the Report

- 1.1 To provide General Purposes Committee with a proposal to recognise 24th December 2021 as an additional Bank Holiday leave day for staff.

2 Recommendation

- 2.1 That the Committee agrees that the 24th December 2021 is to be treated as an additional Bank Holiday leave day for staff.

3 Background

- 3.1 Many staff wish to take the 24th December as annual leave. The usual practice is that Council buildings close early on Christmas Eve. In recognising this and acknowledging the commitment of Brent staff throughout the COVID pandemic and subsequent programme of recovery in challenging circumstances, members are being asked to consider the proposal to allocate the 24th December 2021 as an additional day of Bank Holiday leave.

4 Detail

- 4.1 Much like 2020, this year has been a significant year for the whole of the country as it has dealt with the challenges of COVID-19. Local Authorities and Brent in particular have had to deliver plans to return to business as usual following on from a significant period rising to the challenges of 2020 that no one could have foreseen. Brent was one of the local authorities that was hardest hit by the COVID-19 virus. Not only did the Council continue to deliver a range of outstanding day to day services to residents but it developed 'on the hoof' new ways of operating and delivering services that it had not previously delivered. The recovery from this period has been equally challenging.
- 4.2 Members can be reassured that if this proposal is agreed, the Council has a high performing range of out of hours' services that are able to respond quickly when required to do so and in particular, mobilise additional resources at short notice to respond to major incidents. These services are deployed at evenings, weekends and on Bank Holidays. By treating the 24th December as an additional Bank Holiday, those staff who undertake out of hours' work will not be disadvantaged.
- 4.3 If members are minded to agree this proposal there will be no consequential financial savings as the Civic Centre will still be open to accommodate external tenants. However, the positive impact this will have as a goodwill gesture to our workforce will be well received and very welcomed at what is still, and will be into the foreseeable future, a very difficult time.

5. Financial Implications

- 5.1 There are no specific financial implications in this report.

6. Legal Implications

- 6.1 There are no specific legal implications in this report.

7 Equality Implications

- 7.1 Any equality implications in this report will be assessed on an on-going basis using data available.

Report sign off:

Carolyn Downs
Chief Executive