

CYNGOR SIR POWYS COUNTY COUNCIL

**County Council
22nd February 2018**

REPORT AUTHOR: County Councillor James Evans, Portfolio Holder for HR, ICT and Communications

SUBJECT: Question from County Councillor Pete Roberts

At the last full council a cost to the council of having a bank holiday on St David's Day was quoted as being £600k. At the time the breakdown of these costs could not be supplied. Please could you therefore supply a breakdown of costs that the Council would face specifically separating those which would result from lost productivity i.e. an extra day off from those where there would be a genuine additional cost to the Council eg overtime payments? Could you also state the level of cost if St David's Day were to replace the May Day bank holiday?

Response

The figure provided at the council meeting was £600k which represents one day of the total pay bill. This calculation took the total annual pay bill including on-costs and calculating 1 day of the possible 260 working days. As the majority of council staff would still be paid for the day but would not be working. A non-productive paid day.

We have not at this stage calculated the actual additional cost of an additional bank holiday, for many salaried staff (who would be paid for the additional bank holiday in their existing salary) the work not completed that day would be completed upon their return and managed within their ongoing work and flexible working arrangements over the following weeks. So in most cases there would not be an additional financial burden.

There are of course some areas that would incur additional cost, for example in some service areas there would be a requirement for staff to be on duty to cover the day, additional agency staff may be required to catch up on the working day lost, or the authority may lose income from services that are charged for. There may also be some costs that would be saved from an additional non-working day, eg. Cleaning costs, heating lighting etc and these would also need to be factored in.

To fully understand the impact a lengthy exercise would be required which would only be completed should the proposal progress further.

If St. David's day were to replace the May Day Bank Holiday then costs are unlikely to change significantly as one would replace the other, however this would also need to be explored further.