



# Briefing Employment

Construction Confederation

November 2006

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## Annual and Public Holidays to the year 2008

### Construction Industry Joint Council

#### INTRODUCTION

This briefing gives guidance on the programme of Public Holidays and Annual Holidays, which apply in England Wales and Scotland until the New Year 2008. The CIJC Working Rule Agreement allows flexibility to change the Spring and Winter close down periods by agreement between employers and operatives (WR 18.2).

#### ANNUAL & PUBLIC HOLIDAYS 2007 – ENGLAND & WALES

The following are days to be recognised as Public Holidays for the purposes of the Working Rule Agreement provided that such days are generally recognised as holidays in the locality in which the work is being done.

##### ■ Public Holidays – England & Wales

Good Friday	- Friday 6 April 2007
Easter Monday	- Monday 9 April
May Bank Holiday	- Monday 7 May
Spring Bank Holiday	- Monday 28 May
Summer Bank Holiday	- Monday 27 August
Christmas Day	- Tuesday 25 December
Boxing Day	- Wednesday 26 December
New Years Day	- Tuesday 1 January 2008

##### ■ Easter Holiday and Associated Public Holidays

The Working Rule Agreement specifies that the Easter holiday shall be the four working days immediately following Easter Monday to give an Easter holiday of one calendar week. The Easter break in 2007 will therefore extend from Friday 6 April to Friday 13 April inclusive.

##### ■ Summer Holidays

The Working Rule Agreement states that the summer holiday shall be two calendar weeks, not necessarily consecutive, to be granted in the 'summer period' ie between 1 May and 31 October.

##### ■ Winter Holiday and Associated Public Holidays

The Working Rule Agreement states that there shall be seven working days taken in conjunction with Christmas Day, Boxing Day and New Years Day to give a winter holiday of two calendar weeks. The winter break in 2007 will therefore extend from Saturday 22 December to Sunday 6 January 2008 inclusive.

#### ANNUAL & PUBLIC HOLIDAYS 2007 – SCOTLAND

The following are days to be recognised as Public Holidays for the purposes of the Working Rule Agreement, provided that such days are generally recognised as holidays in the locality in which the work is being done.

##### ■ Public Holidays - Scotland

Monday in the Spring Holiday	- Monday 9 April (Easter Monday)
The first Monday in May	- Monday 7 May 2007
Friday immediately preceding the Annual	
Local Trades Holiday	- As fixed by the competent local authority

Friday and Monday at the Autumn Holiday - As fixed by the competent local authority	
Christmas Day	- Tuesday 25 December 2007
Boxing Day	- Wednesday 26 December 2007
New Years Day	- Tuesday 1 January 2008

Members who require further information about the dates of the holidays to be fixed by a local authority should consult a copy of the publication 'Scottish Trades and Shop Holidays 2007' published by William Culross & Sons Limited, Coupar, Angus, Perthshire PH13 9DF (Tel 01828 627 266).

##### ■ Spring Holiday and Associated Public Holidays

The Working Rule Agreement specifies that the spring holiday shall be the four working days immediately following Easter Monday to give an Easter holiday of one calendar week. The spring break in 2007 will therefore extend from Monday 9 April to Friday 13 April inclusive.

##### ■ Summer Holidays

The Working Rule Agreement states that the summer holiday shall be two calendar weeks, not necessarily consecutive to be granted in the 'summer period' ie between 1 May and 31 October.

##### ■ Winter Holiday and Associated Public Holidays

The Working Rule Agreement states that there shall be seven working days taken in conjunction with Christmas Day, Boxing Day and New Years Day to give a winter holiday of two calendar weeks. The winter break in 2007 will therefore extend from Saturday 22 December to Sunday 6 January 2008.

#### PAYMENT FOR HOLIDAYS GENERAL

The provisions of the CIJC Working Rule Agreement provide that all holidays (annual, Public and Bank) are paid at the same rate. Where the operative's pay does not vary with the amount of work done a week's pay is simply the normal weekly wage for the contractual weekly hours as defined by the contract of employment. Where the operative's pay varies with the amount of work done because of piece work or other productivity bonus arrangements, then a week's pay is arrived at by calculating the earnings during the normal working week as defined by the contract of employment, averaged over the 12 complete weeks worked immediately prior to the holiday week. A day's pay is calculated by dividing the week's pay as defined above by the number of hours in the normal week and multiplying it by the normal hours in the particular day, both as defined by the contract of employment.

#### PAYMENT FOR WORK ON PUBLIC HOLIDAYS

All hours worked on a day designated as a Public Holiday shall be paid for at double time (WR.19.3)

#### NIGHTWORK AND SHIFTWORK

In the case of night work or shift work, it is customary for a holiday period to commence and finish at the start of the shifts which include the midnight preceding or the midnight at the end of the holiday period for normal day workers.

Further information may be obtained from the Construction Confederation Industrial Relations Department on 020 7227 4522 ■