

Consultation on Annual Leave and Rest Breaks

Closing Date: 29th November 2024

Douglas City Council Response

ANNUAL LEAVE

Do you support an increase in the statutory provision of paid annual leave allowance?

Unsure

Aligning with the UK's higher allowance would provide parity in worker protections between the two jurisdictions.

Do you support an increase in order to align paid annual leave to the UK's provision (5.6 weeks)?

Unsure

A more generous leave entitlement could improve employee wellbeing, work-life balance, productivity as well as make the Council more attractive as an employer.

Do you think statutory annual leave should increase over 5.6 weeks?

Unsure

Would consider an increase from the current statutory minimum of 4 weeks per year to 5.6 weeks per year, aligning with the UK, would be sufficient.

If you are an employer, what impact on your business do you think an increase in statutory paid annual leave would have?

Major

Increasing the statutory minimum paid annual leave would impose additional costs on employers. Operational practices may need to be adjusted to accommodate higher levels of absenteeism due to increased leave and this may include having to engage additional staff.

However, increasing paid annual leave could bring benefits in terms of well-being and retention. It could also assist in reducing absenteeism due to stress-related illness, which in turn could ultimately reduce costs associated with having to engage temporary employees or having to pay overtime to existing employees to provide cover. Offering more generous paid leave could make the Council more attractive to potential employees.

Employee rights and Council sustainability would need to be balanced to ensure any such change would benefit the employee and the employer.

REST BREAKS

Should statutory rest breaks be extended to all workers and employees? These may be paid or unpaid.

Yes.

Extending statutory rest breaks to all workers and employees in the Isle of Man could significantly enhance their health, safety and productivity whilst aligning with best practice in the UK (Working Time Directive). Regular rest breaks are essential for maintaining physical and mental health, they can assist with reducing the risk of accidents and injuries caused by fatigue.

Do you feel that you have insufficient break times provided by your employer currently?

Yes.

In the UK, workers have the right to one uninterrupted 20-minute rest break during their working day, if they work more than 6 hours a day. Do you think this would be sufficient?

Unsure.

For many employees a 20-minute uninterrupted rest break may be sufficient and provide enough time for them to recharge briefly. However, a single 20-minute break may not be adequate for employees engaged in physically or mentally demanded tasks/roles.

Douglas City Council provides for a longer break and more frequent shorter breaks.

In some areas of the workplace teams may discourage taking breaks which can lead to colleagues feeling pressured to avoid or shorten their rest break. This would undermine the benefits of statutory breaks.

Do you think there should be a mandatory time that workers and employees should be provided between shifts/days?

Yes.

Implementing a mandatory time between shifts for workers and employees could have a significant positive impact on health, safety and productivity whilst promoting a better work-life balance.

Do you have any other comments on any of the topics raised?

No.