

 <p>The logo for North West Care Co-Operative features the text 'North West Care Co-Operative' in a bold, sans-serif font. The text is overlaid on a graphic of stylized human figures in various colors (blue, red, yellow, green) arranged in a cluster.</p>	<p><i>'A Co-operative approach to safe, quality care, under your control and informed by your experience'</i> <i>'Together we can live life well'</i></p> <p>Company limited by guarantee without share-holders Registered Office: Sension House, Denton Drive, Northwich, CW9 7LU Company No: 11676038 Care Quality Commission ID: 1-5637274181 Email: nwcarecoop@gmail.com Telephone: 01606 331853 Website: nwcarecoop.co.uk</p>
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Bank Holiday Arrangements 2024

There is no legal requirement for employers to treat Bank Holidays as anything other than a normal working day.

The convention amongst ethical employers is that Bank Holidays are treated as non-working days on which employees can enjoy down time. Where the needs of the business demand that employees work, they are compensated for this by being paid at an enhanced rate.

North-West Care Co-Operative adheres to this convention within the following parameters:

1. Only the days specified below are treated as Bank Holidays. These include nine days identified by Government as Bank Holidays, and two days compensating for 'Celebratory Days' (e.g., Christmas Day) where that day falls on a weekend.
2. Where the Principal Member requires support seven days a week, Personal Assistants rostered to work on one of these specified days are entitled to payment at time and a half to compensate for the down time that has been lost.
3. Where the Principal Member does not require support seven days a week, and their routine means that support falls on one of these specified days, it should be rescheduled by mutual agreement to another day to allow the Personal Assistant(s) to enjoy the down time afforded by a Bank Holiday. No compensating payment will be made.

4. In 2024 the days that North-West Care Co-Operative will treat as Bank holidays are as follows:

- a. 01/01/24 - New Year's Day (Celebratory Day)
- b. 29/03/24 – Good Friday (Celebratory Day)
- c. 01/04/24 – Easter Monday (Celebratory Day)
- d. 06/05/24 – Early May Bank Holiday
- e. 29/05/24 – Late May (Spring) Bank Holiday
- f. 26/08/24 – August Bank Holiday
- g. 25/12/24 – Christmas Day (Celebratory Day)
- h. 26/12/24 – Boxing Day (Celebratory Day)

Summary The purpose of a Bank holiday is to allow employees additional down time. Whilst those Personal Assistants required to work on these days will be compensated, where possible Bank Holidays should be treated as down time and work rescheduled.