

Platinum jubilee – additional bank holiday

Introduction

To mark the occasion of the Queen becoming the first British monarch to celebrate a platinum jubilee, an additional bank holiday was announced for Friday, 3 June 2022. This has been combined with the late May bank holiday (Thursday, 2 June 2022) to make a four-day bank holiday weekend.

Context

The NHS terms and conditions of service (NHS TCS) handbook only makes provision for eight (ten in Northern Ireland) public holidays (bank holidays). As a result, the NHS trade unions made a formal request, via the NHS Staff Council, for the additional jubilee bank holiday to be treated in the same way as the recognised public holidays, for the purpose of pay, terms and conditions ([Section 13](#), paragraph 13.4).

England

The Department of Health and Social Care (DHSC) has provided the following steer about how the extra bank holiday should be treated by the NHS in England:

- the additional bank holiday will be honoured to recognise the significant Jubilee event
- pay arrangements for the day, including arrangements for people who need to work on it, are for local determination
- that employers ensure equal treatment of part-time staff when deciding their local approach.

Wales

The Welsh government has confirmed that full handbook provisions will apply for NHS staff in Cymru/Wales: [Pay Letter AFC, M&D & ESP \(W\) /2022](#)

Scotland and Northern Ireland

We are aware that discussions on this matter are ongoing through staff council structures in Northern Ireland and Scotland.

NHS Staff Council position

The NHS Staff Council has not been given a remit to reach a joint agreement which would designate the additional platinum jubilee bank holiday (3 June 2022) as a public holiday for the purposes of pay, as set out in the NHS TCS handbook ([Section 13](#), paragraph 13.4). However, this does not prevent NHS organisations locally in England from choosing to do so.

The NHS Staff Council would encourage all employers to engage in discussions with local trade unions on this issue, and to recognise the contribution and sacrifices which staff have made during the pandemic. Many employers in England have already indicated that they intend to treat the additional platinum jubilee bank holiday as they would any other public holiday – giving an extra day’s leave to all their staff and paying public holiday rates of pay for those that are required to work on the 3 June 2022 ([Section 13](#), paragraph 13.4).

The NHS Staff Council would recommend that employing organisations assess the potential benefits of applying the NHS TCS handbook provisions on pay for working on a public holiday, and the risks to their reputation and staff morale from not doing so. In our discussions on this topic, the following factors have been put forward as benefits and risks – you may want to cover these in your local conversations:

- Full public holiday payments could be seen as an immediate retention action for employers to recognise and value staff.
- Consideration for this being a day of celebration as the UK emerges from the global pandemic.
- Likelihood that the 2022 pay rise will still be outstanding and the impact this will have on staff morale.
- Potential damage to goodwill and morale if employers are seen to be withholding ‘proper’ payments.
- Impact on discretionary effort and cover over the whole of the extended weekend.
- Technical difficulties in applying different payment regimes for two back-to-back bank holidays.

We would encourage all employers to use your local partnership structures to discuss and agree appropriate arrangements for the day.



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