



King's coronation – additional bank holiday – Monday 8 May

To mark the coronation of King Charles III on Saturday 6 May 2023, an additional bank holiday has been announced for Monday 8 May 2023.

The NHS terms and conditions of service (NHS TCS) handbook makes provision for eight public holidays per year (ten in Northern Ireland), outlining specific arrangements for pay and annual leave on these days ([Section 13](#), paragraph 13.4). The coronation bank holiday on 8 May 2023 is an additional holiday that is not included within this number.

This statement outlines the positions of the respective UK governments as to how the additional bank holiday on 8 May should be treated in terms of NHS pay and terms and conditions. The statement also includes the position of the NHS Staff Council in relation to the position for NHS organisations in England.

England

The Department of Health and Social Care (DHSC) has provided the following steer for NHS organisations in England:

- The additional bank holiday on 8 May 2023 will be honoured to recognise the King's Coronation.
- Pay arrangements for the day, including arrangements for people who need to work on the day, are for local determination.
- Employers should ensure equal treatment of part-time staff when deciding their local approach.

Scotland, Wales and Northern Ireland

The additional bank holiday on 8 May 2023 will be treated as a public holiday in [Scotland](#), [Wales](#) and Northern Ireland, with NHS staff being eligible for the rates of pay and all other terms and conditions applicable on a designated public holiday.



NHS Staff Council position

The NHS Staff Council has not been given a remit to reach a joint agreement which would designate the additional coronation bank holiday on 8 May 2023 as a public holiday for the purposes of pay and terms and conditions in England. However, this does not prevent local NHS organisations from choosing to treat this day as such.

We understand that many employers have already determined that they are intending to treat the additional coronation 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 8 May 2023.

This would reflect the arrangements that were seen for the additional platinum jubilee bank holiday in June 2022; to the best of the NHS Staff Council's knowledge, all NHS organisations treated this as a public holiday for the purposes of the TCS handbook provisions.

When considering the treatment of the additional bank holiday on 8 May 2023, the NHS Staff Council would encourage all employers to engage in discussions with their local trade unions as soon as possible within the appropriate forum in your organisation.

Employing organisations should 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 for consideration – you may want to cover these in your local conversations:

- The current industrial relations position across the NHS. Local employer and staff side partnerships should work together to ensure that constructive relationships are maintained.
- The possibility that the 2023 pay award will still be outstanding, and the impact this could have on staff morale.
- The current high cost of living, and the financial pressures that this is placing on many members of staff.
- Full public holiday payments could be seen as an immediate retention action for employers to recognise and value staff.
- Potential damage to goodwill and morale if employers are seen to be withholding 'proper' payments.
- Impact on discretionary effort and cover over the bank holiday weekend.



We would encourage all employers to use your local partnership structures to discuss and agree appropriate arrangements for the day, communicating these arrangements to staff with as much notice as possible.

Sara Gorton, Staff Side co-chair

Jon Lenney. Employer Side co-chair

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