

Construction Leadership Council

Guidance on the passing of Her Majesty Queen Elizabeth II

Version 2: Tuesday 13 September 2022

On 8 September 2022 Buckingham Palace announced the death of Queen Elizabeth II. The whole industry will want to extend its condolences to King Charles III and the Royal Family at this time, recognising Her Majesty Queen Elizabeth II's lifetime of dedicated service to the people of the United Kingdom and the Commonwealth.

On Saturday 10 September, [the Government announced that the Queen's Funeral](#) will be held on Monday 19 September, that this day will be considered a national bank holiday and that employers are encouraged 'to respond sensitively to requests from workers who wish to take time off.'

The Construction Leadership Council is working closely with Government to ensure that the industry is aware of, and acts in a way that is consistent with, official plans and guidance.

There is no precedent for the death of monarch within the life of anyone working in the UK construction industry, and as such it is likely to raise significant questions from businesses about how they should respond appropriately.

Guidance on the arrangements for the mourning period and the state funeral has been published on **Gov.uk** here: [The Demise of Her Majesty Queen Elizabeth II: National Mourning Guidance - GOV.UK \(www.gov.uk\)](#). This guidance note is intended to supplement this wider advice and provide industry-specific information where appropriate.

Issue	CLC action	Actions for sector organisations
<p>Information requirements from industry</p> <p>There are likely to be questions from businesses about what rules and guidance apply during this period, with an expectation that they will receive guidance from UK Government and the</p>	<p>CLC has developed this brief guidance document that will be regularly updated to provide the latest guidance and summarise key requirements to organisations in the sector.</p> <p>This will be informed by advice from BEIS and other Government representatives.</p>	<p>To consider and disseminate guidance and key requirements as relevant to their members</p>

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<p>Construction Leadership Council.</p> <p>Guidance on the arrangements for the mourning period and the State Funeral have now been published on the .GOV and Royal Household websites.</p>		
<p>Period of mourning</p> <p>One of the key considerations for businesses will be the length and status of any mourning period. It may be the case that there are different expectations of businesses at different periods during this time, and also there are a number of events that those working in the industry may wish to, or be requested to, attend e.g. as members of the reserve forces or faith groups.</p> <p>The period of national mourning has now commenced and will continue until the end of Monday 19 September, the day of the State Funeral.</p>	<p>CLC to work with UK Government to provide early clarity on the period and status of mourning and any likely impacts on the ability of businesses to trade during this period.</p> <p>Guidance should be tailored/reflective of different forms of business including sites, merchants, and office-based staff</p>	<p>The official guidance states “there is no obligation on organisations to suspend business during the National Mourning period.”</p> <p>“Depending on the nature and location of their business and the tone of planned events, some businesses may wish to consider closing or postponing events, especially on the day of the State Funeral, however this is at the discretion of individual businesses.”</p> <p>Since the above guidance has been issued, the Government has announced that the day of the State Funeral (Monday 19 September) itself will be a national bank holiday.</p> <p>Given the nature of construction activity, it is advisable companies carefully consider on an individual basis, whether those sites operating in the vicinity of specific areas (e.g. Central London) should continue to do so during the mourning period and the State Funeral, especially at times when large crowds are likely to gather to pay their respects.</p> <p>We are aware that several construction sites within the area of road closures implemented to enable the Her Majesty The Queen’s Lying-in-State have been told by local authorities not to carry out any noisy works or freight deliveries until Tuesday 20 September.</p>

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<p>The Royal Family are undertaking a separate period of Royal Mourning.</p>		
<p>The State Funeral – Monday 19 September</p> <p>The day of the State Funeral has been declared by the Government as a national bank holiday, in order to allow individuals, businesses and other organisations to pay their respects to Her Majesty and commemorate Her reign, while marking the final day of the period of national mourning.</p>		<p>The Government has been clear that – just as with any bank holiday - the national bank holiday on Monday 19 September does not give any worker in the UK statutory entitlement to time off, and that employers may include bank holidays as part of a worker’s leave entitlement.</p> <p>The CLC believe that it is appropriate, where possible, for all UK employers in the industry to offer their employees a day off to pay their respects and take part in any local or national memorial or commemorative events.</p> <p>Obviously, projects may have urgent or safety critical work taking place and it may be impossible to shut down certain sites at short notice. However, organisations should do what they can to ensure that employees are offered the opportunity to take a day off.</p>
<p>Essential activities</p> <p>We would anticipate that there will be some parts of the industry that cannot easily stop work, or even in some cases stopping work at all where they are involved in the delivery of essential services.</p> <p>This creates a reputational risk for industry if the public</p>	<p>CLC to work with Government to consider providing a formal statement ahead of the State Funeral to recognise the need for some essential services to continue to operate when other activities have stopped.</p>	<p>Where possible, organisations should ensure that planned work over the next two-week period, particularly in Central London or around other areas where memorial events will take place, is reviewed to take account of the mourning period, State Funeral, the number of people gathering and pressure on the transport system during this period.</p> <p>We are aware that several construction sites within the area of road closures implemented to enable the Her Majesty The Queen’s Lying-in-State have been told by local authorities not to carry out any noisy works or freight deliveries until Tuesday 20 September.</p>

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<p>perceives that construction industry (and its workers, often in local community locations) are behaving inappropriately, with a heightened risk on the day of the State Funeral.</p>		
<p>Services personnel</p> <p>It is likely that service personnel, including those in armed forces reserves, as well as those in voluntary civilian services such police community support officers (PCSOs) and Saint John's Ambulance may have roles or be asked to provide support in relation to the State Funeral, as well as associated activities during the period of mourning.</p> <p>Businesses will need to understand their obligations in this area, as well as being given advice on good practice.</p>	<p>CLC to provide guidance as part of the above briefing on the specific issues with regards to volunteer and reserve forces staff members.</p>	<p>Businesses will need to understand their obligations in this area and should consider proactively offering paid volunteering time for those who either have obligations or who are keen to volunteer.</p>

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<p>Commercial issues</p> <p>Any impact on project delivery, item in terms of cost or time, is likely to create potential commercial consequences for the industry's clients and supply chain.</p> <p>Given the nature of the issue, businesses will need to exercise discretion and flexibility in response.</p>	<p>CLC to develop guidance on how best to manage the impact on cost and time where projects are impacted including a recognition that all parties should work collaboratively to address issues rather than seek to pass risk elsewhere.</p>	<p>Organisations in the sector should work closely with their clients and suppliers and communicate openly about any changes required to working hours or operations.</p> <p>Where additional restrictions have been put into place by local authorities or other statutory bodies, such as Transport for London, these should be followed exactly, and reflected in any contractual discussions.</p> <p>Government guidance is clear that the proposed bank holiday for the State Funeral does not mean that any employee has a statutory entitlement to leave – however, the declaration of a national bank holiday recognises the clear importance of this historic day, and this should be reflected in discussions between clients, contractors and supply chain organisations.</p>
<p>Workforce</p> <p>We would anticipate that there will be an expectation that employees will be provided with the opportunity to pay their respects at some point during the period of mourning, with an assumption that the day of the funeral would act as an equivalent of a public holiday. This may mean that employers would provide paid leave for workers during this time.</p>	<p>CLC to provide guidance on expectations of employers to offer workers the opportunity to pay their respects at the appropriate time.</p>	<p>The Government has been clear that the national bank holiday on Monday 19 September does not give any worker in the UK statutory entitlement to time off, and that employers may include bank holidays as part of a worker's leave entitlement.</p> <p>The CLC believe that it is appropriate, where possible, for all UK employers in the industry to offer their employees a day off to pay their respects and take part in any local or national memorial or commemorative events.</p> <p>Obviously, projects may have urgent or safety critical work taking place and it may be impossible to shut down certain sites at short notice. However, organisations should do what they can to ensure that employees are offered the opportunity to take time off to pay their respects.</p>

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<p>Industry response</p> <p>There may be an expectation from some parties that there is a formal statement from the Construction Leadership Council and other sector organisations recognising the death of Her Majesty Queen Elizabeth II.</p> <p>Furthermore, the CLC may also be asked comment on some of the issues covered in this paper. There are risks that any communications from the CLC should be closely aligned with the public mood.</p>	<p>The CLC has published (on its website) shared a letter a letter of condolence to His Majesty King Charles III together with a statement.</p> <p>The CLC is developing a formal communications plan to lead and guide event through this process over the coming weeks.</p>	<p>All organisations should carefully review any communications and responses to media to ensure that they are appropriate and respectful.</p> <p>Online communication channels can also be used to reflect the demise of Her Majesty and participate in the period of National Mourning. Organisations can acknowledge the mourning period by making changes to the homepage of their website, for example, with the use of black edging or black banners.</p> <p>Organisations and individuals may also wish to share their memories of Her Majesty online. There is no set way to mark the passing of Her Majesty on social media. Organisations may wish to review their planned content for the period.</p> <p>Any changes to websites or social media pages should take into consideration accessibility requirements for visually impaired users.</p>
<p>Impact on central London sites</p> <p>It is likely that there will need to be significant activity in central London to make preparations for the lying-in state and the State Funeral. This is likely to have impacts on access to, and activity on, central London construction sites</p>	<p>CLC to liaise with members, Transport for London, and all the stakeholders to develop a picture of any likely impacts and to help plan mitigations where appropriate.</p>	<p>The Government is working with the Royal Household, the Metropolitan Police, the Armed Forces, Transport for London and local authorities to manage access to the area around Buckingham Palace and Parliament during the Mourning Period and the State Funeral.</p> <p>There is an increased risk of delays to journeys on the London transport and road networks, during this period, which is expected to last until Tuesday 20 September, when the Mourning Period officially ends.</p> <p>Areas and stations that are likely to be particularly busy include: Westminster, Charing Cross, Piccadilly, Embankment, Victoria,</p>

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		<p>Waterloo, St James's Park, Lancaster Gate, Hyde Park Corner and Marble Arch.</p> <p>Any construction industry organisations working within Central London – or outside of Central London but in the immediate vicinity of core transport network links – should consider the following principles over the next ten days:</p> <ul style="list-style-type: none"> • Use a common-sense approach to ensure that you are operating respectfully during this period; and that you are aware of any planned events or memorial services in your local area. As an industry, we must endeavour to avoid any disruption of planned services or events, while ensuring that all safety critical works are able to continue. • Consider staggering the start and end times of work on site to ensure that staff are able to travel outside of peak hours. Demand for use of the Underground network is likely to be particularly heavy during this period. • Minimise road movements of freight over the next week. Freight guidance is likely to change regularly as road closures are introduced at short notice for specific events or movements – and so we would ask all haulage operators and construction projects to keep a careful eye on Transport for London guidance and do what they can to minimise road movements of freight over the next week. <p>We are aware that several construction sites within the area of road closures implemented to enable the Her Majesty The Queen's Lying-in-State have been told by local authorities not to carry out any noisy works or freight deliveries until Tuesday 20 September.</p>

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<p>Support for State Funeral planning</p> <p>Extensive planning is undertaken many years in advance for State Funerals. As such it is not anticipated that there will be ad hoc requirements of support from industry.</p> <p>However, industry should be open to any requests that do come for support.</p>	<p>CLC to act as coordinating body for any requests that may arise for support.</p>	<p>The CLC and trade bodies will be coordinating any offers or requests for support to the sector. If organisations have particular areas or issues where they feel that they can offer support, please contact the CLC.</p>