

Construction Leadership Council

Guidance on the passing of Her Majesty Queen Elizabeth II

Version 1: Friday 9 September 2022

On 8 September 2022 Buckingham Palace announced the death of Her Majesty Queen Elizabeth II. The whole industry will want to extend its condolences to His Majesty 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.

The UK Government will now work with Buckingham Palace and others to make plans for a State Funeral, preceded by a period of mourning. The Construction Leadership Council will work 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.

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 \(www.gov.uk\)](https://www.gov.uk/guidance/the-demise-of-her-majesty-queen-elizabeth-ii-national-mourning-guidance).

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 Construction Leadership Council.</p> <p>Guidance on the arrangements for the mourning period has been published on the .GOV and Royal Household websites. Further details including that of the state funeral will be published shortly.</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>Period of mourning</p> <p>One of the key considerations for businesses will be operating during the official mourning period. It may be the case that there are different expectations on the part of clients, firms and individuals working in the industry 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 the day of the State Funeral.</p> <p>The Royal Family are undertaking a separate period of Royal Mourning.</p>	<p>CLC to work with UK Government to provide guidance during the period 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>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>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 perceives that construction industry (and its workers, often in local</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>

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<p>community locations) 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 as 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>
<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>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</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>Our guidance is that organisations should – where possible – consider offering their employees some kind of leave to enable them to pay their respects.</p>

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<p>mourning, with an assumption that the day of the State 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>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>

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<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>Organisations working within Central London should review their operations particularly carefully and recognise that there is likely to be significant disruption to freight movement and site access in specific locations.</p> <p>It is crucial for construction projects operating in Central London to ensure they are aware of any memorial events and timings in their local area to prevent disruption.</p>
<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>