

## Paid Day Off for the Royal Wedding?

By Grania Sweeting  
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It is the Royal Wedding of Prince William and Kate Middleton. It is time for celebration, in fact a double celebration if you are being paid for this extra UK Bank Holiday.

Whether you will be paid or not during this celebration depends on the detail in your Employment contract.

The forthcoming Royal wedding due to take place on April 29th 2011 has been designated a bank holiday in the UK.

However, the question of whether employees are to be paid for that day's holiday is debateable.

***It all depends on how the contracts of employment are worded.***

As a general guide, if contracts state: "You are entitled to a minimum of 5.6 weeks' holiday (i.e. the minimum annual leave under the Working Time Regulations 1998) inclusive of public and bank holidays", employees will get the day off, but have one less "flexible" day in their overall annual entitlement.

But if contracts state: "You are entitled to a minimum of 5.6 weeks' holiday plus public and bank holidays", then employees are entitled to an additional day's paid leave.

If the contract simply states the minimum holiday entitlement, i.e. employees can be requested to work bank holidays, they aren't entitled to take this day off.

For businesses in the UK there will be some short working weeks in a concentrated time period as there will be Good Friday, Easter Monday, the Royal Wedding and the May Day Bank holiday, all quickly following each other.

### **About the Author**

Grania Sweeting is a CIPD qualified Human Resources specialist, providing HR expertise to help senior teams manage their people more effectively. She provides outsourced HR support to organisations on a retained, ad hoc or consultancy basis. Her company – Grapevine HR Ltd - was established in 2005 and her clients include SMEs to PLCs. Her commercial experience and friendly yet discreet approach has led Grania to work across a variety of industry sectors.