

## WORKFORCE POLICY DIRECTORATE



### Chief Executives of HSC Bodies<sup>1</sup>

#### For information:

Director of Finance and  
Director of Human Resources  
of each body

Castle Buildings  
Stormont Estate  
BELFAST BT4 3SQ  
Email: [PaandE@health-ni.gov.uk](mailto:PaandE@health-ni.gov.uk)

Your Reference: **HSC (GEN) (3) 2026**  
Our Reference: HE1/26/236314

Date: 2 July 2026

## GENERAL Circular – HSC (GEN) 3/2026

### HSC Statutory and Public Holidays 2026/27 – Agenda for Change (AfC) Staff (Amended)

#### Summary

1. This is an amended pay circular that supersedes the previous Agenda for Change statutory and public holiday circular HSC (GEN) (1) 2026 issued on 26 February 2026.
2. This amendment sets out the provisions to be applied to staff required to work on Sunday 12<sup>th</sup> July 2026 and/or Monday 13<sup>th</sup> July 2026.
3. This amendment also sets out the provisions to be applied to staff required to work on Saturday 26<sup>th</sup> December 2026 and/or Monday 28<sup>th</sup> December 2026.

---

<sup>1</sup> HSC Trusts, the Public Health Agency (PHA), the Business Services Organisation (BSO), the Northern Ireland Blood Transfusion Service Agency (NIBTS), the Children's Court Guardian Agency for Northern Ireland (CCGANI), the Northern Ireland Practice & Education Council for Nursing, Midwifery & Health Visiting (NIPEC), the Northern Ireland Social Care Council (NISCC), the Patient & Client Council (PCC), the Northern Ireland Regulation and Quality Improvement Authority (RQIA) and the Northern Ireland Medical and Dental Training Agency (NIMDTA).

4. This amendment also sets out the provisions to be applied to staff required to work on Monday 29th March 2027 and/or Tuesday 30th March 2027.
5. This circular informs HSC Employers of the statutory and public holidays for full time HSC AfC staff in Northern Ireland. For staff that work less than full time hours this leave is pro rata and is calculated in hours.

### **Action**

6. HSC Employers should note the dates listed in Annex A and ensure the guidance set out in this circular is applied to the holidays listed.
7. HSC employers should note that when a public holiday falls at a weekend an alternative day is designated as a paid public holiday.

### **July Holiday**

8. As the July holiday falls on Sunday 12 July 2026, the designated alternative day is Monday 13 July 2026.
9. The following arrangements should be applied in all circumstances for staff who are required to work on Sunday 12 July 2026 and/or Monday 13 July 2026:
  - (i) Staff required **to work on Sunday 12 July 2026** only will have public holiday provisions applied to that day.
  - (ii) Staff required **to work on Monday 13 July 2026** only will have the public holiday provisions applied to that day.
  - (iii) Staff required **to work on Sunday 12 July 2026 and Monday 13 July 2026** will have the normal weekend provisions for work on the Sunday applied and public holiday provisions applied to the Monday.

### **Boxing Day Holiday**

10. As the Boxing Day Holiday falls on Saturday 26th December 2026, the designated alternative day is Monday, 28th December 2026.
11. The following arrangements should be applied in all circumstances for staff who

are required to work on Saturday, 26th December 2026 and/or Monday, 28<sup>th</sup> December 2026:

- (i) Staff required **to work on Saturday 26th December 2026** only will have the public holiday provisions applied to that day.
- (ii) Staff required **to work on Monday 28th December 2026** only will have the public holiday provisions applied to that day.
- (iii) Staff required **to work on both Saturday 26th December 2026 and Monday 28th December 2026** will have the normal weekend provisions for work on the Saturday applied and public holiday provisions applied to the Monday.

### **Easter Holidays 2027**

12. As the Easter Holidays in 2027 will fall in March, there will, in effect, be two Easter holidays in the same twelve-month annual leave period (April 2026 - March 2027). When Easter falls twice within a leave year, employers will need to anticipate the two public holidays from the following year's annual leave allowance.

### **Enquiries**

- 13. Employees should direct personal enquiries to their employer. The Department of Health cannot advise on individuals' personal circumstances
- 14. Employers should direct enquiries about the content of this Circular to Workforce Policy Directorate, Room D1, Castle Buildings, Belfast, or by email: [p&e@health-ni.gov.uk](mailto:p&e@health-ni.gov.uk)

### **Further Copies**

- 15. Copies of this Circular can be obtained from the Workforce Policy Guidance Section of the Department's website at: <https://www.health-ni.gov.uk/topics/health-workforce-policy-and-management/workforce-policy-reports-and-guidance>

A handwritten signature in blue ink, appearing to read 'Phil Rodgers', is positioned above the printed name.

**Phil Rodgers**  
**Director of Workforce Policy**

## Statutory and Public Holidays 2026

The dates of bank and public holidays in Northern Ireland for 2026 are listed below:

| Holidays                      | 2026        |
|-------------------------------|-------------|
| New Years Day                 | 1 January   |
| St Patrick's Day              | 17 March    |
| Easter Monday                 | 6 April     |
| Easter Tuesday                | 7 April     |
| Early May Bank Holiday        | 4 May       |
| Spring Bank Holiday           | 25 May      |
| 12th July Holiday (alternate) | 13 July     |
| Summer Bank Holiday           | 31 August   |
| Christmas Day                 | 25 December |
| Boxing Day (alternate)        | 28 December |
| Holidays                      | 2027        |
| New Year's Day                | 1 January   |