



FURNITURE BARGAINING COUNCIL

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CIRCULAR 09/23

TO ALL EMPLOYERS AND EMPLOYEES

PAID PUBLIC HOLIDAY – FRIDAY, 15 DECEMBER 2023

The Industry's Main Collective Agreement states that all public holidays proclaimed in terms of the Public Holidays Act, 1994 (Act 36 of 1994) shall be recognised as paid public holidays, except where a public holiday falls on a day which is not a normal working day.

On Monday 30 October 2023 President Cyril Ramaphosa, in celebration of the Springboks' momentous achievement and the achievements of all other sports men and women, proclaimed **Friday, 15 December 2023** as a Public Holiday.

The above proclamation has been published in Notice No. 143 of Government Gazette No. 49773 of 28 November 2023.

REMUNERATION FOR PUBLIC HOLIDAYS

1. All employees are entitled to a normal day's wages for all Public Holidays for hours which the employees would ordinarily have worked, provided that such Public Holidays fall on a normal working day. (e.g. if an establishment normally works Mondays to Fridays only, a Public Holiday falling on a Saturday will not be regarded as a Paid Public Holiday)
2. Any employee who works on a paid Public Holiday shall only be remunerated for the hours worked on that day at his normal rate of pay in addition to the hours paid for that paid Public Holiday and shall further be paid an allowance of 33% of his hourly rate of pay for all those hours worked on such a day.
3. All employees are entitled to a normal day's wages for all Public Holidays that fall during an establishment's annual closure period, provided that these days fall on a normal working day or on a Sunday. If a Public Holiday falls on a Sunday, the following Monday will be regarded as a Public Holiday.
4. In the event of an employee's services being terminated by an employer seven (7) working days or less prior to an establishment's annual closure period, the employee concerned shall be entitled to payment of wages for all the Public Holidays falling within the establishment's annual closure period.
5. In the event of a paid Public Holiday occurring during any period of short time being worked at an establishment, the concerned employee shall only be entitled to the payment of wages for the time which he would ordinarily have been required to work during such short time.

Kindly ensure that the provisions of this Circular are complied with. Do not hesitate to contact the Agents of the Council should you require any additional information.

A COPY OF THIS CIRCULAR MUST BE DISPLAYED ON YOUR ESTABLISHMENT'S NOTICE BOARD