



FURNITURE BARGAINING COUNCIL

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CIRCULAR 02/24

TO ALL EMPLOYERS AND EMPLOYEES

PUBLIC HOLIDAYS - 2024

Please be advised that all Public Holidays proclaimed in terms of the **Public Holidays Act, 1994 (Act No. 36 of 1994)** are regarded as Public Holidays in terms of the Industry's Main Collective Agreement. As such the following days must be observed as Public Holidays during 2024:

Day	Date	Public Holiday
Monday	1 January 2024	New Year's Day
Wednesday	21 March 2024	Human Rights Day
Friday	29 March 2024	Good Friday
Monday	1 April 2024	Family Day
Saturday	27 April 2024	Freedom Day
Wednesday	1 May 2024	Workers' Day
Sunday	16 June 2024	Youth Day
Monday	17 June 2024	Public holiday in lieu of Sunday, 16 June 2024
Friday	9 August 2024	National Women's Day
Tuesday	24 September 2024	Heritage Day
Monday	16 December 2024	Day of Reconciliation
Wednesday	25 December 2024	Christmas Day
Thursday	26 December 2024	Day of Goodwill

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 Council's Inspectorate Department should you require any additional information.

Please do not contact any junior staff members of the Council in this regard.

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