



FURNITURE BARGAINING COUNCIL

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CIRCULAR 01/25

TO ALL EMPLOYERS AND EMPLOYEES

PUBLIC HOLIDAYS - 2025

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 2025:

Day	Date	Public Holiday
Wednesday	1 January 2025	New Year's Day
Friday	21 March 2025	Human Rights Day
Friday	18 April 2025	Good Friday
Monday	21 April 2025	Family Day
Sunday	27 April 2025	Freedom Day
Monday	28 April 2025	Public holiday in lieu of Sunday, 27 April 2025
Thursday	1 May 2025	Workers' Day
Monday	16 June 2025	Youth Day
Saturday	9 August 2025	National Women's Day
Wednesday	24 September 2025	Heritage Day
Tuesday	16 December 2025	Day of Reconciliation
Thursday	25 December 2025	Christmas Day
Friday	26 December 2025	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 ordinary 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