



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA



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Basic Guide to Public Holidays

Workers must get paid time off for public holidays, but if they agree to work, they must be paid double their normal daily wage.

Application

The Basic Conditions of Employment Act applies to all **employers** and **workers**, but not -

- members of the -
 - National Defence Force,
 - National Intelligence Agency, or
 - South African Secret Service; or
- unpaid volunteers working for charity.

The section of the Act that regulate **working hours** does not apply to:

- workers in senior management
- sales staff who travel and regulate their own working hours
- workers who work less than 24 hours in a month
- workers who earn in excess of an amount stated in terms of section 6 (3) of the Act
 - workers engaged in emergency work are excluded from certain provisions.

The provisions for public holidays do not apply to -

- senior management
- sales staff who travel
- workers who work less than 24 hours a month

See

- Basic Conditions of Employment Act

Applies to all employers and workers and regulates leave, working hours, employment contracts, deductions, pay slips, and termination

Pay for Public Holidays

Workers must get paid time off for any public holiday that falls on a working day.

Based on Legislation in Section 18, of the Basic Conditions of Employment Act

Working on Public Holidays

Working on a public holiday is **by agreement** only.

Workers must be paid **extra** for working on a public holiday.

Based on Legislation in Section 18, of the Basic Conditions of Employment Act

Exchanging Public Holidays

A public holiday can be exchanged with another day by agreement.

Based on Legislation in Section 18, of the Basic Conditions of Employment Act

Public Holidays and Annual Leave

A public holiday cannot be counted as annual leave.

Based on Legislation in Section 20, of the Basic Conditions of Employment Act

Related Links

- Basic Guide to Working Hours
 - The Basic Conditions of Employment Act regulates working hours and rest periods for workers.
- Basic Guide to Working on Sundays
 - The Basic Conditions of Employment prescribes the wages for working on a Sunday.