

11 JANUARY 2016

EMPLOYMENT ALERT

IN THIS ISSUE

PLANNING FOR PUBLIC HOLIDAYS AND EXTRA PUBLIC HOLIDAYS IN 2016

The remaining public holidays for 2016.

PLANNING FOR PUBLIC HOLIDAYS AND EXTRA PUBLIC HOLIDAYS IN 2016

Workers' Day on Sunday, 1 May 2016 is the only public holiday, except 1 January 2017 that falls on a Sunday. Monday the 2nd of May 2016 becomes an additional public holiday in terms of the Public Holidays Act.

Employees who are on strike on public holidays are not entitled to any remuneration as they would not have 'ordinarily worked' on any day of the strike, including the public holiday.



The remaining public holidays for 2016 are:

- **Human Rights Day**
Monday, 21 March 2016
- **Good Friday**
Friday, 25 March 2016
- **Family Day**
Monday, 28 March 2016
- **Freedom Day**
Wednesday, 27 April 2016
- **Workers' Day**
Sunday, 1 May 2016
- **Public Holiday**
Monday, 2 May 2016
- **Youth Day**
Thursday, 16 June 2016
- **National Women's Day**
Tuesday, 9 August 2016
- **Heritage Day**
Saturday, 24 September 2016
- **Day of Reconciliation**
Friday, 16 December 2016
- **Christmas Day**
Sunday, 25 December 2016
- **Day of Goodwill**
Monday, 26 December 2016
- **New Year's Day**
Sunday, 1 January 2017
- **Public Holiday**
Monday, 2 January 2017

Workers' Day on Sunday, 1 May 2016 is the only public holiday, except 1 January 2017 that falls on a Sunday. Monday the 2nd of May 2016 becomes an additional public holiday in terms of the Public Holidays Act.

Two consecutive public holidays, as opposed to one, impact more severely on working and shift arrangements. Employers need to consider and plan in advance for this occasion. Collective agreements and Bargaining Council Collective agreements may also govern public holidays, working arrangements and shifts.

Employees who are on strike on public holidays are not entitled to any remuneration as they would not have 'ordinarily worked' on any day of the strike, including the public holiday.

Employers can expect requests for additional days off on Friday, 17 June 2016 and Monday, 8 August 2016 to convert those periods into long weekends. Employers are advised to timeously make arrangements with employees who wish to take extra days off to take leave or to work in those days.

An additional public holiday may be expected for the local government elections which takes place between May and August 2016.

For more information contact our employment law practice or Faan Coetzee.

Faan Coetzee



**NEW
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Employment Retrenchment Guideline

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CHAMBERS GLOBAL 2014 - 2015 ranks our Employment practice in Band 2: Employment.

Aadil Patel ranked by CHAMBERS GLOBAL 2015 in Band 2: Employment.

Hugo Pienaar ranked by CHAMBERS GLOBAL 2014 - 2015 in Band 2: Employment.

Fiona Leppan ranked by CHAMBERS GLOBAL 2015 in Band 4: Employment.



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