

Plan ahead for public holidays

South African firms have been reminded to prepare properly for the 12 public holidays still to come this year.



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According to Faan Coetzee, Executive Consultant in the Employment practice at Cliffe Dekker Hofmeyr, who notes that this year, only National Women's Day on Sunday 9 August 2015, falls on a Sunday, making Monday 10 August 2015 an additional public holiday in terms of the Public Holidays Act, No 36 of 1994. Two consecutive public holidays, as opposed to one, impact on working arrangements and shifts.

"Employers need to consider and plan in advance for such an occasion. Collective agreements and Bargaining Council Collective agreements may also govern public holidays, working arrangements and shifts," he says.

Coetzee notes that there is bad news for employees who are on strike on public holidays - they are not entitled to any remuneration as they would not have 'ordinarily worked' on any day of the strike, including the public holiday.

He reminded employers that they can expect requests for additional days off on Monday 15 June 2015 and Friday 25 September 2015.

"Employers are advised to timeously make arrangements with employees who wish to take extra days off to work in those days," he adds.