

**National Office**

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INDUSTRY CIRCULAR NO: 2019/1**17 April 2019**

To: All Employer Principals
All Trade Union Principals
All Regional Managers
All Senior Agents
All Agents

RE: DECLARATION OF AN ADDITIONAL PUBLIC HOLIDAY ON WEDNESDAY 8th MAY 2019 (ELECTION DAY)

In terms of section 2A of the Public Holidays Act (Act No. 36 of 1994), Wednesday 8 May 2019 has been declared as a Public Holiday (Election Day). This is in terms of Proclamation No. 9 of 2019 in Government Gazette No. 42250 dated 26 February 2019.

All the terms and conditions of the Main Agreement in respect of Public Holidays apply and you should refer to clause 11:

PAYMENT FOR PUBLIC HOLIDAY

In Accordance with Clause 11 of the Consolidated Main Agreement, the following provisions for payment to employees for Public Holidays apply:-

1. If an employee DOES NOT work on a Public Holiday, which is otherwise an ordinary working day (including periods of short time and lay-offs), he/she shall be paid at his/her ordinary rate for the ordinary hours of that day of the week.
2. If an employee WORKS on a Public Holiday, which is otherwise an ordinary working day, he/ she shall be paid at his/ her ordinary rate for the ordinary hours of that day of the week plus 1.33 times the hourly rate. Hours worked beyond the ordinary hours shall be paid an additional 2.5 times the ordinary rate.
3. Where an employee is involved in shift work, of which part of the shift is worked on a Public Holiday, that employee must be granted leave on the shift prior to or subsequent to the Public Holiday. In such cases, the employee is paid according to the provisions outlined in item 1 above.

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East London / Boarder
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