

¹Public Holidays

Pay for Public Holidays

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

Working on Public Holidays

Working on a public holiday is **by agreement** only. Workers must be paid **extra** for working on a public holiday.

Exchanging Public Holidays

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

Public Holidays and Annual Leave

A public holiday cannot be counted as annual leave.

¹ **Basic Conditions of Employment Act** (https://www.gov.za/sites/default/files/gcis_document/201409/a75-97.pdf)