

election day becomes an extra public holiday

Election Day, 22 April 2009, has been declared a Public Holiday throughout the Republic by proclamation in the Government Gazette No. 32039 of 19 March 2009.

This means that:

- no employer may require an employee to work on that day other than by agreement
- employees must be paid for the day at ordinary rates, if they do not work
- if employees do work, they must be paid double their normal rates

Remember that in terms of section 2(2) of the Public Holidays Act you can exchange a public holiday for any other day by agreement.

If you require any further advice on this issue contact a member of the employment law department on 021-4102500 (Cape Town) or 011- 2697600 (Johannesburg) or e-mail the head of the department on sstelzner@ens.co.za so that your query can be forwarded to the appropriate person to deal with.