



## Backpage – 17 January 2012

### Public Holidays 2012

Sunday	1 January 2012	New Years Day
Monday	2 January 2012	Public Holiday
Wednesday	21 March 2012	Human Rights Day
Friday	6 April 2012	Good Friday
Monday	9 April 2012	Family Day
Friday	27 April 2012	Freedom Day
Tuesday	1 May 2012	Worker's Day
Saturday	16 June 2012	Youth Day
Thursday	9 August 2012	National Women's Day
Monday	24 September 2012	Heritage Day
Sunday	16 December 2012	Day of Reconciliation
Monday	17 December 2012	Public Holiday
Tuesday	25 December 2012	Christmas Day
Wednesday	26 December 2012	Day of Goodwill
Tuesday	1 January 2013	New Years Day

#### Public Holidays on a Sunday

The Public Holidays Act (Act No. 36 of 1994) states that whenever a public holiday falls on a Sunday, the following Monday shall be a public holiday. Two public holidays in 2012 fall on a Sunday i.e. New Years Day so Monday was a public holiday and the Day of Reconciliation 16 December 2012, therefore Monday 17 December will be a public holiday.

#### Public Holidays on a Saturday

In the Building Industry, which traditionally works a five-day week, a public holiday falling on a Saturday will not require payment. An employee who works on a public holiday which falls on a Saturday must be paid his ordinary daily wage plus the actual hours worked.

#### Public Holidays Worked

An employee who works on a public holiday which falls on an ordinary working day must be paid at least double the ordinary daily wage. If he works longer than an ordinary day he should be paid for the additional time as well.

#### Public Holidays Exchanged

Public holidays can be exchanged for any other ordinary working day fixed by agreement between employer and employee. The employee will then be paid the ordinary daily wage for the public holiday worked.

#### School Terms 2012

1 <sup>st</sup> Term	2 <sup>nd</sup> Term	3 <sup>rd</sup> Term	4 <sup>th</sup> Term
Coastal : 11 Jan – 23 Mar	10 Apr - 22 Jun	16 Jul – 28 Sept	8 Oct – 7 Dec
Inland : 18 Jan – 30 Mar			

### **ANYTHING NOT CLEAR? CALL YOUR MBA OFFICE**

East Cape Master Builders  
Tel. 041-365 1835