



## Public Holidays 2026

|           |              |                       |
|-----------|--------------|-----------------------|
| Thursday  | 1 January    | New Year's Day        |
| Saturday  | 21 March     | Human Rights Day      |
| Friday    | 3 April      | Good Friday           |
| Monday    | 6 April      | Family Day            |
| Monday    | 27 April     | Freedom Day           |
| Friday    | 1 May        | Worker's Day          |
| Tuesday   | 16 June      | Youth Day             |
| Sunday    | 9 August     | National Women's Day  |
| Monday    | 10 August    | Public Holiday        |
| Thursday  | 24 September | Heritage Day          |
| Wednesday | 16 December  | Day of Reconciliation |
| Friday    | 25 December  | Christmas Day         |
| Saturday  | 26 December  | Day of Goodwill       |

### **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. One public holiday in 2026 falls on a Sunday i.e. National Women's Day. Therefore, Monday, 10 August 2026 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 2026**

|                      |                      |                      |                      |
|----------------------|----------------------|----------------------|----------------------|
| 1 <sup>st</sup> Term | 2 <sup>nd</sup> Term | 3 <sup>rd</sup> Term | 4 <sup>th</sup> Term |
| 14 Jan – 27 Mar      | 8 Apr – 26 Jun       | 21 Jul – 23 Sept     | 6 Oct – 9 Dec        |

**Need help with the above?**

**Call the MBA**