



Barbados Employers'
Confederation

Notes



Reminders for the Upcoming Public Holidays from the BEC

As we prepare to observe the upcoming Public Holidays, **Emancipation Day** and **Kadooment Day**, we share a reminder with you, our members, regarding compensation for the aforementioned.

1. Are any of these upcoming Public Holidays considered Closed Days?

No. The public holidays being observed are not considered Closed Days.

2. What are the upcoming Public Holidays?

- Wednesday, 1st August 2018 - Emancipation Day
- Monday, 6th August 2018 - Kadooment Day

3. Relative to the Holiday with Pay Act, 2017, employers are reminded that should an employee be on their annual holiday, the annual holiday shall be increased by one day in respect of that public holiday and the employee shall be paid their average pay in respect of that additional day.

Notwithstanding such, the Act further states, the terms of the contract of employment of an employee as it relates to payment for a public holiday shall apply in respect of payment for that public holiday.

What rate should employees be compensated?

1. While some businesses will be closed, businesses that may be operating on these dates are reminded of the following: **Where Collective Agreements or standing company policies exist in your organisation, you should be guided by any of these on matters of pay, time in lieu and hours of work.**

2. These public holidays should not be computed as a part of annual holiday according to the **Holiday with Pay Act 2017-3**.

3. In accordance with the **Shops Act 2015-30**, where a shop assistant **works overtime** they are entitled to be paid at one and a half their ordinary rate of pay.

What else do you need to know?

1. In the absence of a collective agreement or other company policy, the only guiding legislation is the **Shops Act 2015-30**. The Shops Act indicates that where a shop assistant works on any **Public Holiday or Day Off** the shop assistant should be paid not less than twice their regular rate of pay.

2. To open on a Closed Day, application must be made to the Chief Labour Officer and the Chief Labour Officer may grant permission for the opening of the shop for business on the Closed Day.

Members, contact us if you require further assistance
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Email: becon@barbadosemployers.com