



# Reminders for the Upcoming Public Holiday from the BEC

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

## 1. Are any of the upcoming Public Holidays considered a Closed Day?

- Yes. Christmas Day is considered a Closed Day.

## 2. What are the upcoming public holidays?

- Wednesday, 25th December 2019 (Christmas Day)
- Thursday, 26th December 2019 (Boxing Day)
- Wednesday, 1st January 2020 (New Year's Day)

**3. Referring to the Holiday with Pay Act, 2017**, employers are reminded that where a public holiday occurs within any period of an employee's 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 things do you need to know?

1. While most 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.**

### What else do you need to know?

3. 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 (double) their regular rate of pay.**
4. Please remember, Christmas Day is a Closed Day. Should you wish to open, application must be made to the Chief Labour Officer who **may** in turn grant permission for your establishment to be opened.

Members, contact us if you require further assistance  
**Tel: 435-4753 or**  
**Email: [becon@barbadosemployers.com](mailto:becon@barbadosemployers.com)**

