



Barbados Employers'
Confederation

Notes



Reminders for the Upcoming Public Holiday from the BEC

As we prepare to observe the upcoming Public Holiday, **Independence Day**, we share a reminder with you, our members, as guidance on the aforementioned.

1. Is the upcoming Public Holiday considered a Closed Day?

Yes. Independence Day is considered a Closed Day.

2. When is the upcoming Public Holiday?

- Friday, 30th November 2018

3. In accordance with 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 most businesses will be closed, businesses that may be operating on this date 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. This Public Holiday 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 company policy, the only guiding legislation for this 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 this Closed Day if you are not a business categorised in the **Second Schedule**, 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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