



Barbados Employers'  
Confederation

Notes



# Reminders for the Upcoming Holidays from the BEC

As we prepare to observe the upcoming Holidays, **Good Friday** and **Easter Monday**, we share a reminder with you, our members, regarding compensation and what are considered Closed Days and Public Holidays.

## 1. Frequently asked Questions

Which days are Public Holidays? Which days are Closed Days? If employees are working on Public Holidays at what rate should they be compensated? To anticipate all the plausible queries may be impossible; however, we do hope the following is informative.

## 2. What are the upcoming Holidays?

- Friday, 30th March 2018 - Good Friday (**closed day**)
- Monday, 2nd April 2018 - Easter Monday (**public holiday**)

## 3. Which days in Easter are Closed Days?

Closed Days, according to the Shops Act, 2015-30 **include** Good Friday and Easter Sunday.

### What rate should employees be compensated?

1. While most businesses will be closed, businesses which may be operating on these dates are reminded that where collective agreements exist, they should be guided by them on matters of pay and hours of work.
2. In the absence of a collective agreement or other company policy, the only guiding legislation is the Shops Act. The Shops Act requires that where a shop assistant works on any Public Holiday they should be paid not less than twice their regular rate of pay.

### What else do you need to know?

1. 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.
2. Where a shop assistant works overtime they are entitled to be paid at one and a half their ordinary rate of pay.
3. These days should not be computed as a part of annual holiday according to the Holidays with Pay Act 2017-3

Members, contact us if you require further assistance

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