

## **CHRISTMAS PUBLIC HOLIDAYS**

Three statutory public holidays fall during the Christmas period: Christmas Day, 25 December; St Stephen's Day, 26 December; and New Year's Day, 1 January.

Entitlement to benefit from these holidays is governed by the Organisation of Working Time Act, 1997. All full time employees are entitled to public holiday benefits and all part-time employees who have worked at least 40 hours in the five weeks ending on the day before the public holiday are also entitled to a public holiday benefit.

In respect of each public holiday, an employee's entitlement is as follows:

- A paid day off on the day of the public holiday; or
- An additional day's pay; or
- A paid day off within a month of the public holiday ; or
- An additional day's annual leave

Employees who are normally required to work on a day on which the public holiday falls (Tuesday 25<sup>th</sup>, Wednesday 26<sup>th</sup> and Tuesday 1<sup>st</sup>) are entitled to receive one of the four benefits mentioned above. Employees who are not normally required to work on the day in which a public holiday falls are entitled to receive one fifth of their normal weekly rate in respect of that public holiday given in the form of payment or paid time off in lieu.

Traditionally, the vast majority of companies do not operate over the Christmas public holidays and most companies will compensate employees by opting to grant employees a paid day off on the public holiday itself.