HUMAN RESOURCES PROFESSIONALS' SOCIETY - BOTSWANA
"Advancing the future of HR"

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TO**: VALUED MEMBERS**
ALL EMPLOYERS
ALL EMPLOYEES
ALL MEDIA HOUSES

ELECTION DAY HOLIDAYS NOTICE

Section 99(1) of the Employment Act states that each of the public holidays specified in the Second Schedule of the Act shall be a paid public holiday. Subsection (5) of the same Act states that the Minister may, by order published in the Gazette, amend the Second Schedule.

On the 19th September 2024 in line with the above the Minister has published through Statutory Instrument No.101 of 2024 an amendment of the Second Schedule thus declaring **30th October 2024** and **31st October 2024** as Paid Public Holidays.

Section (2) read with (3) of the Employment Act then states that where a paid public holiday falls on a rest day the day next following the rest day which is not itself a rest day shall be deemed, for the purposes of this section, to be a paid public holiday. Any employee who works on a paid public holiday or on a day observed as a public holiday by virtue of the provisions of subsection (2) shall- (a) be paid at least double the wages he would have been paid had the day been an ordinary working day; or (b) be granted a paid day off in lieu of that day within 10 days immediately thereafter.

Employers are encouraged to facilitate employees to exercise their democratic right to vote. The Society is available for further clarity or guidance.

You can contact us on the following: ***Facebook- Human Resources Professional's-Botswana***

: LinkedIn – Human Resources Professional's-Botswana

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Secretary