

SB / 24 / 2025

September 3, 2025

To: CEOs/ Managing Directors/ Human Resource Managers/ Executives

September 15, 2025 (Monday) Declared as Public Holiday

1. The Chief Minister of Sabah has announced on August 18, 2025 that **September 15, 2025 (Monday)** as a public holiday under Section 103.(1)(b) of the Labour Ordinance of Sabah (Sabah Cap. 67).

Employees covered under the Labour Ordinance of Sabah

1. Section 103(1) states:

“Every employee shall be entitled to a paid holiday at his ordinary rate of pay on the following days in any one calendar year:

- (a) on fourteen gazetted public holidays as specified under the Holidays Ordinance (Sabah) [cap.56]...**
- (b) on any day in addition to the gazetted public holidays referred to in paragraph (a) declared as public holiday by the Government of the State...**

Provided that if any of the public holidays referred to in paragraphs (a) and (b) falls on a rest day, the working day following the rest day shall be a paid holiday in substitution of the public holiday.

2. An employer has three alternatives when granting the public holiday:

- a. Observe the public holiday and allow employees the day off with pay. If the public holiday fall on a rest day or another public holiday, the following working day shall be a substituted paid holiday; **OR**
- b. Request employees to work on the holiday declared and compensate them by paying additional two days’ wages at the ordinary rate of pay; **OR**
- c. Request employees to work on holiday and inform that the holiday will be substituted on another day as provided under Section 103(1)(b) of the Sabah Labour Ordinance.
 - i. Wages for work on that day is the normal rate, not public holiday rate.
 - ii. The company can substitute the holiday without its employees’ agreement.
 - iii. The company has to fix the replacement date, which need not be the same date for all employees.

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