

SB/10/2025

March 18, 2025

Attention : FMM Members

Declaration of Public Holiday on March 30, 2025

The State Secretary of Sabah, YBhg Datuk Seri Safar Untong has announced and gazetted on March 6, 2025 that the State Government has declared **Sunday, March 30** as a public holiday for Sabah in conjunction with the birthday of Tuan Yang Terutama Yang di-Pertua Negeri Sabah.

Employees covered under the Sabah Labour Ordinance

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 March 30, 2025 public holiday and allow employees day off with pay. If March 30, 2025 is a rest day, the following working day shall be a substituted paid holiday and in this case is April 2, 2025.
- b. The second alternative is to request employees to work on March 30, 2025 and compensate based on public holiday pay i.e. an additional two days' wages at the ordinary rate of pay.

For enquiries, please contact the Secretariat at Tel:088-447580/560 or Email: florisa@fmm.org.my. Thank you.



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Head of Branch

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