FSSU
Financial Support Services Unit

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Financial Guideline 2022/2023 – 16

Community & Comprehensive and Voluntary Secondary Schools

Public Holidays 2023

1. Introduction

From 2023, there will be a new annual public holiday in early February to mark St Brigid's Day. The public holiday will be the first Monday in February, except where St Brigid's day (1st February) happens to fall on a Friday, in which case that Friday 1st February will be a public holiday. Next year this public holiday will be on Monday 6th February 2023.

2. Public holidays

Public holidays dates in Ireland for 2023 are as follows:

2023 Public Holidays	
New Year's Day	1 January
First Monday in February	6th February
Saint Patrick's Day	17 March
Easter Monday	10 April
First Monday in May	1 May
First Monday in June	5 June
First Monday in August	7 August
Last Monday in October	30 October
Christmas Day	25 December
Saint Stephen's Day	26 December

A public holiday is also referred to as a bank holiday.

Note: Good Friday is not a public holiday. While some schools and businesses close on that day, you have no automatic entitlement to time off work on that day.

3. Public holidays entitlements

An employee's public holiday entitlements are set out in the Organisation of Working Time Act 1997. Most employees are entitled to paid leave on public holidays. There is an exception for certain part-time employees.

3.1 Part-time employees

A part-time employee is entitled to a day's pay for the public holiday if they meet **both** these conditions:

1) They have worked for their employer at least 40 hours in the 5 weeks before the public holiday and
2) The public holiday falls on a day you normally work

If they are required to work that day they are entitled to an additional day's pay.

If **the employee does not normally work** on that particular day, they should get one-fifth of their weekly pay. Even if the employee is never rostered to work on a public holiday, they are entitled to one-fifth of their weekly pay as compensation for the public holiday.

For example, an employee is contracted to work 15 hours a week Tuesday, Wednesday and Thursday and has a gross pay of €195 per week.

For the week in which the bank holiday Monday falls the employee is entitled to €39 (€195/5=€39) for the bank holiday Monday.

Meaning the total gross pay for that week is €234 (€195+€39).

If the employee works variable hours from week to week (excluding pay for overtime), the average weekly pay for the 13 weeks before the public holiday should be used to calculate public holiday pay due.

3.2 When public holidays fall on a weekend

If the public holiday falls on a day which is not a normal working day for the school (for example, on Saturday or Sunday), you are still entitled to benefit for that public holiday. However, you do not have any automatic legal entitlement to have the next working day off work.

4. Further information

More information on public holidays can be found on Citizen's information website.

Tel: 01-269 0677, info@fssu.ie
28th November 2022

FSSU Financial Support Services Unit

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Treoirlíne Airgeadais 2022/2023 - 16

Pobalscoileanna, Scoileanna Cuimsitheacha agus Meánscoileanna Deonacha

Laethanta Saoire Poiblí 2023

1. Réamhrá

Ó 2023 ar aghaidh, beidh lá saoire poiblí bliantúil nua ann go luath i mí Feabhra mar chomóradh ar Lá Fhéile Bríde. Tiocfaidh an lá saoire poiblí ar an gcéad Luan de mhí Feabhra, seachas i gcás ina dtiteann Lá Fhéile Bríde (1 Feabhra) ar an Aoine, ina mbeidh an Aoine 1 Feabhra sin ina lá saoire poiblí. Beidh an chéad lá saoire poiblí seo ar an Luan 6 Feabhra 2023 an bhliain seo chugainn.

2. Laethanta saoire poiblí

Is iad seo a leanas dátaí na laethanta saoire poiblí in Éirinn do 2023:

Laethanta saoire poiblí 2022	
Lá Caille	1 Eanáir
An chéad Luan i mí Feabhra	6 Feabhra
Lá Fhéile Pádraig	17 Márta
Luan na Cásca	10 Aibreán
An chéad Luan i mí na Bealtaine	1 Bealtaine
An chéad Luan i mí an Mheithimh	5 Meitheamh
An chéad Luan i mí Lúnasa	7 Lúnasa
An Luan deireanach i mí Dheireadh Fómhair	30 Deireadh Fómhair
Lá Nollag	25 Nollaig
Lá Fhéile Stiofáin	26 Nollaig

Tugtar lá saoire bainc freisin ar lá saoire poiblí.

Tabhair faoi deara: Ní lá saoire poiblí é Aoine an Chéasta. Cé go ndúnann roinnt scoileanna agus gnólachtaí ar an lá sin, níltear i dteideal am saor ón obair sa ghnáthchúrsa.

3. Teidlíochtaí do laethanta saoire poiblí

Leagtar amach teidlíochtaí saoire poiblí fostaí san Acht um Eagrú an Ama Oibre 1997. Bíonn go leor fostaithe i dteideal saoire íoctha a fháil ar laethanta saoire poiblí. Tá eisceacht ann le haghaidh fostaithe páirtaimseartha áirithe.

3.1 Fostaithe páirtaimseartha

Bíonn fostaí páirtaimseartha i dteideal phá lae don lá saoire poiblí má shásaíonn siad an **dá** choinníoll sin araon:

1) D'oibrigh siad le d'fhostóir 40 uair an chloig ar a laghad sna 5 seachtaine roimh an lá saoire poiblí agus

2) Tagann an lá saoire poiblí ar ghnáthlá oibre duitse

Más gá duit obair ar an lá sin, beidh tú i dteideal pá le haghaidh lá breise.

Mura **n-oibríonn an fostaí de ghnáth** ar an lá áirithe sin, ba cheart dóibh aon chúigiú dá bpá seachtainiúil a fháil. Fiú amháin mura gcuirtear an fostaí ar uainchlár riamh le dul ag obair ar lá saoire poiblí, bíonn siad i dteideal ar aon chúigiú dá bpá seachtainiúil mar chúiteamh ar an lá saoire poiblí.

Mar shampla, conraítear fostaí le dul ag obair 15 uair an chloig in aghaidh na seachtaine ar an Máirt, ar an gCéadaoin agus ar an Déardaoin, agus a bhfuil ollphá €195 in aghaidh na seachtaine acu.

Don tseachtain ina dtagann lá saoire poiblí an Luain bíonn an fostaí i dteideal €39 (€195/5=€39) le haghaidh lá saoire poiblí an Luain.

Rud a chiallaíonn gurb ionann an t-ollphá iomlán don tseachtain sin agus €234 (€195+€39).

Má oibríonn an fostaí uaireanta athraitheacha ó sheachtain go chéile (cé is moite don ragobair), ba cheart an meánphá seachtainiúil le haghaidh na 13 seachtain roimh an lá saoire poiblí chun pá dlite don lá saoire poiblí a ríomh.

3.2 Nuair a thagann laethanta saoire poiblí ar an deireadh seachtaine

Má thagann lá saoire poiblí ar lá nach gnáthlá oibre le haghaidh na scoile é (mar shampla, ar an Satharn nó ar an Domhnach), bíonn tú fós i dteideal tairbhe an lae saoire phoiblí sin a bhaint. Ní bhíonn aon teidlíocht dhlíthiúil uathoibríoch agat ámh an chéad lá oibre eile a thógáil ón obair.

4. Tuilleadh eolais

Is féidir tuilleadh eolais maidir le laethanta saoire poiblí a fháil ar láithreán gréasáin Eolas do Shaoránaigh.

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An 28 Samhain 2022