

23rd July 2025

Dear Members,

Re: Announcement of Additional Public Holiday on 15th September 2025 in Conjunction with Malaysia Day Celebration

We are pleased to inform you that the Prime Minister, YAB Dato' Seri Anwar Ibrahim, has announced an **additional public holiday on Monday, 15th September 2025** as a mark of appreciation to all Malaysians in conjunction with the Malaysia Day celebrations.

This additional holiday has been officially declared under Section 8 of the Holidays Act 1951, making it a compulsory public holiday that must be observed by all employers in Malaysia.

Guidance for Employers Requiring Employees to Work on 15th September 2025

If your business operations require employees to work on this date, please refer to the following options based on the employee's entitlement under the law:

Employee Type	Option 1 (Treat as Public Holiday)	Option 2 (Substituted Public Holiday)
Employees Entitled to Overtime & Public Holiday Pay (under written law)	a) Pay 2x the Ordinary Rate of Pay for normal working hours b) For overtime work, pay 3x the Hourly Rate of Pay	- Substitute with another day as a replacement public holiday
Employees Not Entitled to Overtime & Public Holiday Pay (under written law)	a) Provide a replacement leave day since the employee worked on a public holiday b) Otherwise, please refer to your company's internal policy for applicable treatment	- Substitute with another day as a replacement public holiday

We encourage all companies to assess their operational needs and communicate clearly with employees regarding any work arrangements for the said date. Please also review your internal policies to ensure consistency and compliance.

As an added note, the Prime Minister also announced several rakyat-focused initiatives such as cash assistance, toll rate freezes, price reductions on RON95, and expansion of Jualan Rahmah MADANI as a gesture of appreciation to ease the rakyat's burden.

We hope these perks brighten your day as they are certainly well deserved. Should you have any questions on managing this public holiday or need support in workforce planning, please feel free to reach out to our consultants.