

GPR / 20 / 2026

May 7, 2026

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

Human Resource Updates: FMM Advisory on Hari Wesak – Sunday (May 31, 2026) and Birthday of YDP Agong – Monday (June 1, 2026)

1. Wesak Day this year falls on Sunday, May 31, 2026, and the following day, which is Monday, June 1, 2026, is the Birthday of YDP Agong.
2. By virtue of the proviso to Section 60D(1)(ii) of the Employment Act 1955 (EA), if any of the public holiday falls on any other public holiday, the working day following the other public holiday shall be a paid holiday.
3. Since, Birthday of YDP Agong is a compulsory holiday which cannot be substituted by virtue of Section 60D(1)(a)(v) of the EA, if employers require their employees to work on the day, they must pay the holiday rate.
4. On the other hand, as for the Wesak Day holiday, it is not a compulsory public holiday as per Section 60D(1)(b) of the EA.
5. If a company observes Wesak Day as a public holiday, the company must grant another additional day as a public holiday. It could be Tuesday, June 2, 2026, or any other substituted day. The company can take the following action:
 - a. Observe the additional public holiday on June 2, 2026, and allow employees the day off with pay; **OR**
 - b. Observe the additional public holiday on June 2, 2026, but request employees to work and compensate them by paying additional two days' wages at the ordinary rate of pay; **OR**
 - c. Request employees to work on June 2, 2026, and inform them that the additional holiday will be substituted on another day (by agreement with the employees) as provided under the proviso to Section 60D(1A) of the Employment Act 1955 where:
 - i. Wages for work on June 2, 2026, is at the normal rate, not public holiday rate.
 - ii. The company has to fix the replacement date, which need not be the same date for all employees.
6. For Sabah and Sarawak, the status of the public holiday will depend on the announcements made by the respective State Labour Department.

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