



Your People Planner 2026

A 2026 planner packed with key dates, celebrations and top tips to boost the employee experience all year round.



January 2026

Ready to kickstart the new year?

[Check out our Employee Appreciation Day content hub for top tips](#) on appreciating and recognising your people, both for the big day and throughout 2026



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			01 Public holiday: New Year's Day	02 Public holiday: Day after New Year's Day (NZ)	03	04
05 Ask your employees to share holiday stories, empowering people to bring their full selves to work.	06	07	08 Tip: Start planning your employee engagement campaign for Employee Appreciation Day - it's only two months away!	09	10	11
12	13	14 Reward and recognition was the top driver of productivity in 2024 and 2025, how are you investing in this in 2026?	15	16	17	18 World Religion Day How inclusive are you with the different religions observed at your company?
19	20	21	22	23 The new year is a great time to reimagine your reward and recognition program, consider how you can take it to the next level.	24	25
26 Public holiday: Australia Day Not everybody celebrates the same holidays, why not let your employees work today and take time off on a day they prefer?	27	28	29	30	31	

We're always here to support your employee engagement journey, contact our friendly team at engage@rewardgateway.com.



February

2026

The new year is a time of change, but many workers are struggling to adapt.

[Discover what your team can do to encourage adaptability in our recent research report.](#)

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						01 Black History Month
02	03 Take the time to review your recruiting practices and explore any unconscious biases that may impact your team.	04	05 New Year, new job: Did you know that 60% of Aussie workers are thinking about leaving their job?	06 Public holiday: Waitangi Day (NZ)	07	08
09	10	11	12	13 Show your employees some love and appreciation today! A simple thank you goes a long way.	14 Valentine's Day	15 Chinese New Year kicks off! This 8-day celebration runs until the 22nd, with Lunar New Year falling on the 17th.
16	17	18 Ramadan begins: A time of fasting, reflection, prayer, and community for Muslims around the world.	19 How do your people show kindness and empathy to each other? Uncover employee stories to inspire others.	20	21	22
23 Ask your colleagues who observe Ramadan what you can do to support them during this time.	24	25	26 30% of HR leaders believe their employees aren't prepared for AI-driven business transformation.	27	28 Mardi Gras! The iconic Sydney parade takes over the city tonight.	

March

2026

How appreciated do Australian workers' feel? And what ripple effects does this have for your business?

[Download our research report: The Appreciation Index.](#)

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						01 Clean Up Australia Day Do you offer volunteer leave to your people?
02 Public holiday: Labour Day (WA)	03 Women's History Month	04 Only 23% of Aussie workers feel appreciated, what can you do to boost appreciation for your people?	05	06 Employee Appreciation Day! Don't let this important opportunity pass you by to celebrate your employees!	07	08 International Women's Day
09 Public holiday: Canberra Day (ACT) Labour Day (VIC) Eight Hours Day (TAS) Adelaide Cup Day (SA)	10	11	12	13	14	15 Lailat al-Qadr (Night of Power)
16	17 Saint Patrick's Day	18	19 National Close the Gap Day: Did you know that Aboriginal and Torres Strait Islander peoples still live, on average, 10-11 years less than non-Indigenous Australians?	20 Eid-al-Fitr (End of Ramadan)	21 International Day for the Elimination of Racial Discrimination	22
23	24	25	26	27	28	29
30	31 International Transgender Day of Visibility					

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April 2026

Lead by example by actively managing and mitigating stress in your workplace.

[Check out our blog: How to observe Stress Awareness Month at work: Tips to manage stress.](#)

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		01 Stress Awareness Month Passover begins	02 World Autism Awareness Day	03 Public holiday: Good Friday	04	05
06 Public holiday: Easter Monday	07 World Health Day: Reflect on how you're supporting your people's health and wellbeing.	08	09 Passover ends	10 Encourage employees to share cute photos and stories of their furry friends.	11 National Pet Day	12
13 Did you know that 43% of Aussie workers frequently feel stressed?	14	15	16	17	18	19
20	21 EOFY is coming up, is your team ready?	22 Earth Day	23	24	25 Public Holiday: Anzac Day	26 Lesbian Visibility Day
27	28 World Day for Safety and Health at Work	29	30			

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May

2026

How do you support employee wellbeing at your organisation?

Whether it's physical, mental or financial wellbeing support, you could help your people thrive at work and beyond. [Find out more now.](#)

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				01 Mental Health Awareness Month	02	03
04 Public holiday: Labour Day (QLD) May Day (NT)	05	06	07 42% of employees don't feel comfortable talking to their manager about their mental health.	08	09	10 Mother's Day
11 Examine your parental leave policies and how they support and empower parents.	12 33% of employees don't feel comfortable taking a personal leave day for mental health.	13	14 How does your organisation support employee mental health and psychological safety?	15	16	17 International Day Against Homophobia, Transphobia, and Biphobia
18	19	20 International Human Resources Day	21 Global Accessibility Awareness Day World Day for Cultural Diversity for Dialogue and Development	22	23	24
25	26 National Sorry Day	27 Eid-al-Adha (Feast of Sacrifice)	28	29 National Reconciliation Week (27 May-3 June): A time for all Australians to get involved in reconciliation.	30	

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June

2026

Discover how to maximise employees' disposable income without the expense of a company-wide pay rise.

[Check out our eBook: Battle the Rising Cost of Living With Impactful Savings for Your People.](#)

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
01 Public holiday: Reconciliation Day (ACT) Western Australia Day (WA) King's Birthday (NZ)	02 International Pride Month	03	04	05	06	07
08 Public holiday: King's Birthday (ACT, NSW, SA, VIC, NT)	09 Men's Health Week: Raising awareness of preventable health problems and encouraging early detection.	10	11	12 Superannuation education: Do your people know about the tax benefits of voluntary super contributions?	13	14 Refugee Week
15	16 Islamic New Year (Hijra)	17	18 Extend your employees' pay through discounts and cashback offers, putting money back in their pockets.	19	20 World Refugee Day	21
22	23 Share information and resources to prepare your people for the upcoming tax season.	24	25	26 Did you know that 59% of employees want their employer to prioritise financial wellbeing?	27	28
29	30 End of Financial Year					

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July

2026

Watch our on-demand webinar to discover how forward-thinking organisations are enabling their managers to simplify engagement and build higher-performing teams: **How to Empower Managers to Drive Performance and Engagement.**



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		01 New Financial Year	02	03 A fresh start: Explore how you empower and support managers, and what needs to change.	04	05 NAIDOC Week: This celebration of Aboriginal and Torres Strait Islander peoples runs from 5-12 July.
06	07	08	09 60% of employees want their employer to prioritise reward and recognition from managers this year.	10 Public holiday: Matariki (NZ)	11	12
13	14	15 Take a look at how you upskill new managers, do you offer relevant training opportunities?	16	17	18	19
20	21 Encourage employees to take an hour for self-care this week, whatever that looks like to them.	22	23	24 International Self-Care Day	25	26
27	28	29 33% of managers didn't receive sufficient training when stepping into leadership.	30			

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August

2026

How will you recognise and reward your people in the months ahead?

Get ready for the festive season with our eBook: [End of Year Guide to Celebrating Your Employees.](#)

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
					01	02
03 Public holiday: Picnic Day (NT)	04 National Aboriginal and Torres Strait Islander Children's Day	05	06	07 When was the last time you shared a shout-out? Public, peer-to-peer recognition can make a colleague's day.	08	09
10	11	12 Get your people involved in communications with guest blogs on timely topics.	13	14	15	16
17 Are you listening to your people? Remember to send out pulse surveys regularly!	18	19	20	21	22	23
24	25	26 Are you ready for the festive season? It's time to start planning!	27	28 Wear It Purple Day: Support and celebrate young LGBTIQA+ people.	29	30
31						

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September

2026

Want to engage your people and transform the employee experience?

[Check out our guide: Signs You Need an Employee Experience Platform.](#)

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	01	02 Ask your people what ongoing initiatives would best support their mental health.	03	04 Did you examine your parental leave policies in May? Revisit them and think about how you can support all parents.	05	06 Father's Day
07	08	09	10 R U OK? Day	11 Rosh Hashanah	12	13
14 Suffer from awkward silences in meetings? Here's some icebreakers...	15 What's the best holiday you've taken and why?	16 If you could have one superpower, what would it be?	17 What was your first job? What do you think you learned from it?	18 What's your go-to karaoke song?	19	20 Yom Kippur
21	22 28% of Aussie workers don't feel comfortable talking to their manager about their work-life balance.	23	24	25 Public holiday: AFL Grand Final Eve (VIC), subject to schedule	26	27
28 Public Holiday: King's Birthday (WA)	29	30				

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October

2026

Want to discover how to build a Total Rewards strategy beyond salary that can strengthen your EVP?

[Watch our on-demand webinar: How to Design a Total Rewards Strategy that Boosts Financial Wellbeing & Engagement.](#)



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			01 Less than 12 weeks until Christmas!	02	03	04
05 Public holiday: Labour Day (NSW, ACT, SA, QLD)	06	07 Worried about buying end-of-year gifts for your people? Automate rewards and avoid the admin!	08	09	10 World Mental Health Day	11
12	13 Rethink your rewards strategy with creative, time-saving tactics. Check out our webinar!	14	15 The next few months can be hard on the wallet, consider how you can help ease the burden for your people.	16	17	18
19 Create some custom eCards with some fun Halloween messaging! Here's a few ideas...	20	21 "No Tricks, Just Teamwork!" You make teamwork look effortless. Thanks for always showing up and supporting others.	22	23 "Thanks for Banishing the Blockers!" Your problem-solving powers saved the day. You're the real office hero.	24	25
26 Public holiday: Labour Day (NZ)	27 "Witch-ing You a Big Thank You!" Your creativity and teamwork are pure magic. Thanks for making the impossible possible!	28	29	30 Host a Monster Mash Meetup: A virtual or in-person celebration where people connect over costumes, treats and fun polls.	31 Halloween!	

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November 2026

Want to re-examine and refresh your EVP during the end-of-year period?

[Have a think about how it serves your diverse, multi-generational workforce with our free eBook.](#)



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						01
02	03 Public Holiday: Melbourne Cup Day (VIC)	04	05 Build connections cross-functionally with shared interests, like a book club!	06	07	08 Diwali
09	10	11 Remembrance Day	12 Six weeks until Christmas!	13 Transgender Awareness Week	14	15
16	17 Create space for open, cross-generational conversations with a mentorship program.	18	19	20 International Transgender Day of Remembrance	21	22
23	24	25 Offer flexible benefits that adapt to different life stages.	26	27 Black Friday AusMusic T-Shirt Day: Wear an Aussie music tee and fundraise for Support Act.	28	29
30 Cyber Monday						

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December

2026

Thank you to all the dedicated HR professionals and leaders who bring joy to their people each year! From the entire Reward Gateway | Edenred team, have a relaxing holiday break!



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	01	02	03 International Day of Persons with Disabilities	04 Hanukkah begins	05	06
07 Launch a fun and festive eCard campaign, here's some ideas...	08 "You made this year merry and bright for everyone!"	09 "Hope your holidays are full of joy and zero emails!"	10 "Your dedication deserves a holiday cheer — well done!"	11	12 Hanukkah ends	13
14	15 Celebrate milestones and wins from the past year with a fun recap for your team.	16	17 Do you host end-of-year awards? Celebrate those who have embodied your values this year!	18	19	20
21 Reflect on 2026: What lessons have you learned this year?	22	23 Create a holiday playlist to bring some cheer to the office before the holiday break!	24	25 Public holiday: Christmas Day	26 Public holiday: Boxing Day	27 Kwanzaa: Honours African culture and customs, runs from 26 December-1 January.
28	29	30	31 New Year's Eve			

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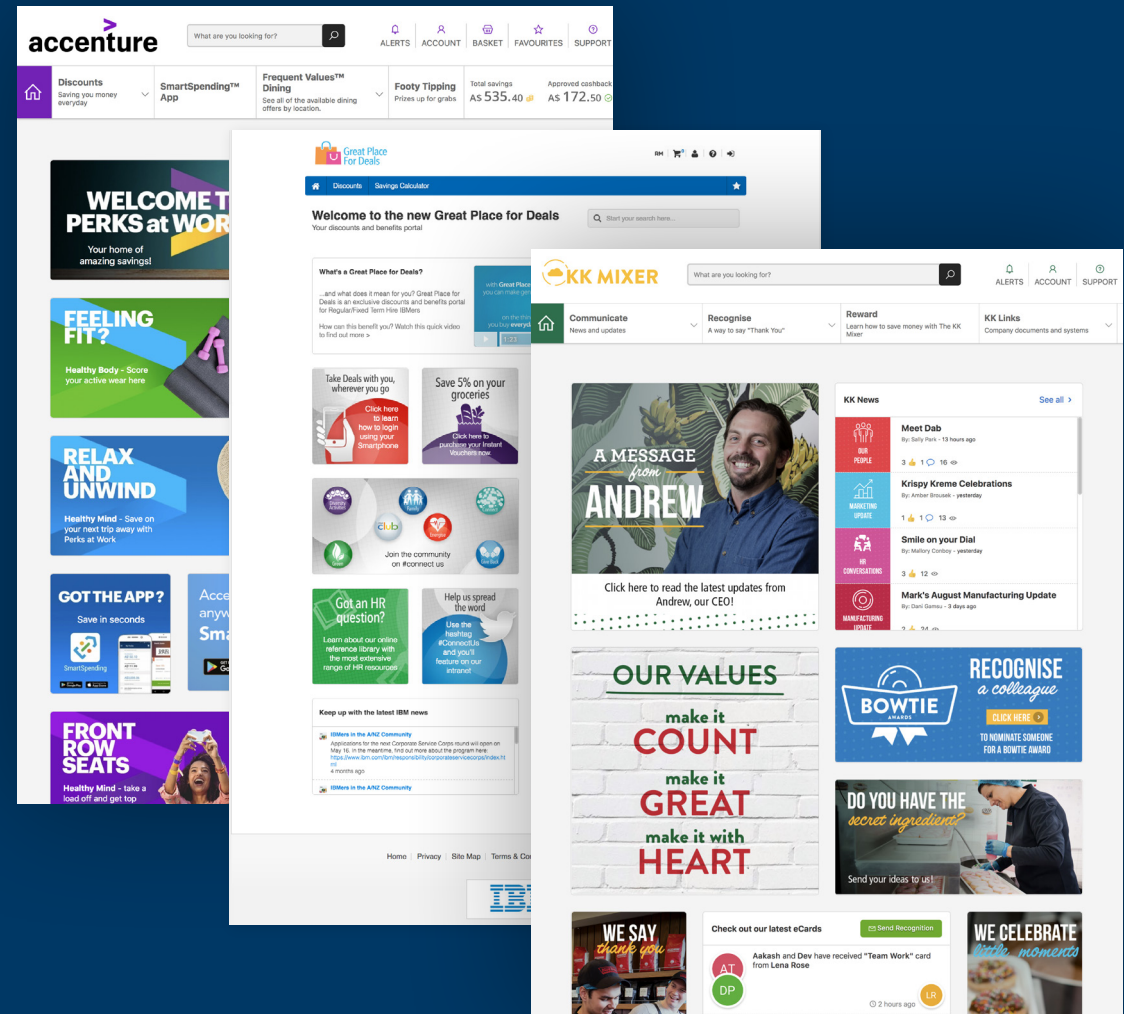


Interested in boosting the employee experience in 2026?

Reward Gateway | Edenred empowers more than 8 million employees to connect, appreciate and support one another to make the world a better place to work. Our unified employee experience hub provides the best of recognition, reward, wellbeing, surveys, benefits and discounts that support talent acquisition, retention and values-driven growth.

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Reward Gateway | Edenred delivers employee experience solutions to more than 6,000 clients worldwide.

