(2) The provisions of the Schedule hereto shall have effect as from the specified date.

Signed by order of the Minister of Labour and National Service this 16th day of November, 1951.

H. H. Wiles,
Deputy Secretary,
Ministry of Labour and National Service.

SCHEDULE

STATUTORY MINIMUM REMUNERATION

Order Z. (49), as amended by Order Z. (55), shall have effect as if in the Schedule thereto for the amounts in column 2 of the table in paragraph 25 against the entries,

"Rabbit, French, Entredeux" and

"Rabbit, French, Clapier"

there were substituted the amounts "2¼d." and "2½d." respectively.

EXPLANATORY NOTE

(This Note is not part of the Order, but is intended to indicate its general purport.)

This Order, which has effect from the 30th November, 1951, amends Part VII of the Schedule to Order Z. (49) by decreasing the general minimum piece rates payable to workers, in relation to whom the Fur Wages Council (Great Britain) operates, employed on Hand Fleshing or Beaming certain kinds of skins.

The Fur Wages Council (Great Britain) Wages Regulation (Holidays) (No. 2) Order, 1951

1951 No. 1788

Made - - - - *4th October,* 1951
Coming into Operation *22nd October,* 1951

Z. (54)

Whereas the Minister of Labour and National Service (hereinafter in this Order referred to as "the Minister") has received from the Fur Wages Council (Great Britain) (hereinafter in this Order referred to as "the Wages Council") the wages regulation proposals set out in the Schedule hereto being proposals for requiring workers in relation to whom the Wages Council operates to be allowed holidays by their employers and for fixing holiday remuneration to be paid by their employers to those workers in substitution for the holidays provided for and the holiday remuneration fixed by the Fur Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1951(a), (hereinafter in this Order referred to as "Order Z. (51)");

Now, therefore, the Minister, by virtue of the powers conferred on him by section 10 of the Wages Councils Act, 1945(b), and of all other powers in that behalf hereby makes the following Order:—

Short title and interpretation

1.—(1) This Order may be cited as the Fur Wages Council (Great Britain) Wages Regulation (Holidays) (No. 2) Order, 1951.

(a) S.I. 1951 No. 772. (b) 8 & 9 Geo. 6. c. 17.

(2) In this Order the expression " the specified date " means the 22nd day of October, 1951, provided that where as respects any worker who is paid wages at intervals not exceeding seven days that date does not correspond with the beginning of the period for which the wages are paid, the expression " the specified date " means, as respects that worker, the beginning of the next such period following that date.

(3) The Interpretation Act, 1889(a), applies to the interpretation of this Order as it applies to the interpretation of an Act of Parliament.

Fixing of holidays and holiday remuneration and revocation of Order Z. (51)

2.—(1) Effect is hereby given to the said wages regulation proposals set out in the Schedule hereto.

(2) The provisions of the Schedule hereto shall have effect as from the specified date and as from that date Order Z. (51)(b) shall cease to have effect.

Signed by order of the Minister of Labour and National Service this 4th day of October, 1951.

Godfrey H. Ince,
Secretary.
Ministry of Labour and National Service.

SCHEDULE

The following provisions as to holidays and holiday remuneration shall be substituted for the provisions as to holidays and holiday remuneration set out in Order Z. (51).

PART I

APPLICATION

Paragraph 1

This Schedule applies to every worker for whom statutory minimum remuneration has been fixed.

PART II

CUSTOMARY HOLIDAYS

Paragraph 2

(1) An employer shall allow to every worker in his employment to whom this Schedule applies a holiday (hereinafter in this Schedule referred to as a " customary holiday ") in each year on the days specified in the following sub-paragraph, provided that the worker was in his employment for a period of not less than four weeks immediately preceding the customary holiday, and has worked for the employer during the whole or part of that period, and (unless excused by the employer or absent by reason of the proved illness of, or accident to, the worker) worked for the employer throughout the last working day on which work was available to him immediately prior to the customary holiday.

(2) The said customary holidays are:—

(*a*) (i) In England and Wales—

Christmas Day (or, if Christmas Day falls on a Sunday, such week day as may be appointed by national proclamation, or, if none is so appointed, the next following Tuesday), Boxing Day, Good Friday, Easter Monday, Whit Monday and August Bank Holiday.

(a) 52 & 53 Vict. c. 63. (b) S.I. 1951 No. 772.

(ii) In Scotland—

New Year's Day (or if New Year's Day falls on a Sunday, the following Monday);

the local Spring holiday;

the local Autumn holiday; and

three other days (being days on which the worker normally works) in the course of a calendar year to be fixed by the employer and notified to the worker not less than four weeks before the holiday;

or (*b*) in the case of each of the said days (other than a day fixed by the employer in Scotland and notified to the worker as aforesaid) a day substituted therefor, being either a day recognised by local custom as a day of holiday in substitution for the said day, or a day agreed between the employer and the worker or his representative.

(3) Notwithstanding the preceding provisions of this paragraph, an employer may (except where in the case of a woman or young person such a requirement would be unlawful) require a worker who is otherwise entitled to any customary holiday under the foregoing provisions of this Schedule to work thereon, and, in lieu of any customary holiday on which he so works, the worker shall be entitled to be allowed a day's holiday (hereinafter in this Schedule referred to as a " holiday in lieu of a customary holiday ") on a week day on which he would normally work within the period of three weeks next ensuing.

PART III

ANNUAL HOLIDAYS

Paragraph 3

(1) In addition to the holidays specified in Part II of this Schedule an employer shall before the 31st day of October, 1951, and in each succeeding year between the 1st day of April and the 31st day of October, allow a holiday (hereinafter in this Schedule referred to as an " annual holiday ") to every worker in his employment to whom this Schedule applies who was employed by him during the twelve months immediately preceding the commencement of the holiday season for any of the periods specified below, and the duration of the annual holiday shall, subject to the provisions of sub-paragraph (2) of this paragraph, be related to his period of employment during that twelve months as follows:—

TABLE OF ANNUAL HOLIDAYS

(*a*) in the case of workers who are under 18 years of age when they enter the employment of the employer and who are under 19 years of age at the commencement of their first annual holiday under this Schedule:—

Period of employment	Duration of annual holiday	
	Where the worker's normal working week is 6 days	Where the worker's normal working week is 5 days or less
At least 24 weeks	9 days	8 days
" " 21 "	7 "	7 "
" " 18 "	6 "	6 "
" " 15 "	5 "	5 "
" " 12 "	4 "	4 "
" " 9 "	3 "	3 "
" " 6 "	2 "	2 "
" " 3 "	1 day	1 day

Provided that this provision shall apply only to a worker who is in his first employment since leaving school and in respect of his first annual holiday under this or any other wages regulation order and

(*b*) in the case of all other workers:—

Where the worker's normal working week is 6 days		Where the worker's normal working week is 5 days or less	
Period of employment	Duration of annual holiday	Period of employment	Duration of annual holiday
At least 48 weeks ...	9 days	At least 48 weeks ...	8 days
„ „ 43 „ ...	8 „	„ „ 42 „ ...	7 „
„ „ 38 „ ...	7 „	„ „ 36 „ ...	6 „
„ „ 33 „ ...	6 „	„ „ 30 „ ...	5 „
„ „ 28 „ ...	5 „	„ „ 24 „ ...	4 „
„ „ 23 „ ...	4 „	„ „ 18 „ ...	3 „
„ „ 18 „ ...	3 „	„ „ 12 „ ...	2 „
„ „ 12 „ ...	2 „	„ „ 6 „ ...	1 day
„ „ 6 „ ...	1 day		

(2) *Notwithstanding the provisions of the last foregoing sub-paragraph—*

(a) *where the normal working week of a worker other than a flesher, shaver or unhairer is one of—*

4 days, 3 „, 2 „ } *the duration of his annual holiday shall not exceed* { *6 days, 5 „, 3 „*

(b) *where the normal working week of a flesher, shaver or unhairer is one of—*

6 days or 5 days, 4 „, 3 „, 2 „ } *the duration of his annual holiday shall not exceed* { *8 days, 6 „, 5 „, 3 „*

(3) The duration of the worker's annual holiday during the holiday season ending on the 31st day of October, 1951, shall be reduced by any days of annual holiday duly allowed to him by the employer under the provisions of the Schedule to the Fur Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1948(a) (hereinafter in this Schedule referred to as "Order Z. (47)") or the Schedule to Order Z. (51) between the commencement of the holiday season in the year 1951 and the date on which this Schedule becomes effective.

(4) In this Schedule the expression "holiday season" means in relation to an annual holiday during the year 1951, and any succeeding year the period commencing on the 1st day of April, 1951, or the 1st day of April in such succeeding year (as the case may be) and ending on the 31st day of October of the same year.

Paragraph 4

(1) Annual holidays under this Schedule shall be allowed on consecutive working days, being days upon which the worker is normally called upon to work for the employer.

Provided that where the duration of an annual holiday which the employer is required to allow to a worker exceeds the period constituting the worker's normal working week the said holiday may, by agreement between the employer and the

(a) S.I. 1948 (No. 1234) I, p. 4502.

worker, be allowed in two separate periods, if one of such periods is not less than the period constituting the worker's normal working week and the remainder of the annual holiday is allowed on whole days upon which the worker is normally called upon to work for the employer.

(2) Days of holidays shall be treated as consecutive notwithstanding that a Sunday or some other holiday intervenes.

(3) A day of annual holiday shall not be allowed to a worker on any day on which the worker is entitled to a holiday or a half-holiday under any enactment other than the Wages Councils Acts, 1945 to 1948.

Paragraph 5

An employer shall give to a worker reasonable notice of the commencing date or dates and duration of his annual holiday. Such notice shall be given at least 28 days before the first day of the holiday, or where under the provisions of sub-paragraph (1) of paragraph 4 of this Schedule an annual holiday is taken in two periods, before each period, and may be given individually to the worker or by the posting of a notice in the place where the worker is employed.

PART IV

HOLIDAY REMUNERATION

A—CUSTOMARY HOLIDAYS AND HOLIDAYS IN LIEU OF CUSTOMARY HOLIDAYS

Paragraph 6

(1) Subject to the provisions of this paragraph for each day of holiday to which a worker is entitled under Part II of this Schedule he shall be paid by the employer holiday remuneration equal to the amount which would be payable in accordance with the provisions of paragraph 7 of this Schedule if the day had been a day of annual holiday *except that, for this purpose, the expression "normal working week" in that paragraph shall have the meaning assigned to it in paragraph 11 of this Schedule, in relation to a customary holiday.*

Provided, however, that payment of the said holiday remuneration is subject to the condition that the worker (unless excused by the employer or absent by reason of the proved illness of, or accident to, the worker) presents himself for employment at the usual starting hour on the first working day following the holiday.

(2) The holiday remuneration in respect of any customary holiday shall be paid by the employer to the worker on the pay-day on which the wages for the first working day following the holiday are paid.

(3) The holiday remuneration in respect of any holiday in lieu of a customary holiday shall be paid on the pay-day on which the wages are paid for the first working day following the holiday in lieu of a customary holiday. Provided that the said payment shall be made immediately upon the termination of the worker's employment in the case where he ceases to be employed before being allowed a holiday in lieu of a customary holiday to which he is entitled, and in that case the condition specified in sub-paragraph (1) of this paragraph shall not apply.

B—ANNUAL HOLIDAYS

Paragraph 7

(1) Subject to the provisions of paragraph 8 of this Schedule, a worker qualified to be allowed an annual holiday under this Schedule shall be paid by his employer in respect thereof, on the last pay-day preceding such annual holiday, remuneration in accordance with the following table:—

TABLE OF HOLIDAY REMUNERATION

A. Time workers

Col. 1	Col. 2		Col. 3
Period of holiday	Holiday remuneration for workers with a normal working week of—		
	6 days	5 days or less	
9 days ...	One and a half times the amount in Col. 3	—	*The amount which the worker would be entitled to receive from his employer for a week's work under the arrangement current immediately prior to the holiday if he worked his normal working week and the number of daily hours usually worked by him (exclusive of overtime).*
8 „ ...	One and one-third times the amount in Col. 3	One and three-fifths times the amount in Col. 3	
7 „ ...	One and one-sixth times the amount in Col. 3	One and two-fifths times the amount in Col. 3	
6 „ ...	The amount in Col. 3	One and one-fifth times the amount in Col. 3	
5 „ ...	Five-sixths of the amount in Col. 3	The amount in Col. 3	
4 „ ...	Two-thirds of the amount in Col. 3	Four-fifths of the amount in Col. 3	
3 „ ...	One-half of the amount in Col. 3	Three-fifths of the amount in Col. 3	
2 „ ...	One-third of the amount in Col. 3	Two-fifths of the amount in Col. 3	
1 day ...	One-sixth of the amount in Col. 3	One-fifth of the amount in Col. 3	

B. Piece workers

Period of holiday	Workers other than fleshers, shavers and unhairers	Fleshers, shavers and unhairers	
		Males	Females
9 days...	One and a half times the amount which the worker would be entitled to receive from his employer, on the first day of the annual holiday, for a week's work, if he were employed as a time worker at a time rate equal to the piece work basis time rate of statutory minimum remuneration then applicable to him as a piece worker or where no piece work basis time rate is applicable, at the appropriate hourly general minimum time rate of statutory minimum remuneration, and if he worked his normal working week and the number of daily hours usually worked by him (exclusive of overtime)	£ s. d.	£ s. d.
8 „ ...	Eight-ninths of the amount above	*10 16 0*	*9 12 0*
7 „ ...	Seven-ninths of the first amount above	*9 9 0*	*8 8 0*
6 „ ...	Two-thirds of the first amount above	*8 2 0*	*7 4 0*
5 „ ...	Five-ninths of the first amount above	*6 15 0*	*6 0 0*
4 „ ...	Four-ninths of the first amount above	*5 8 0*	*4 16 0*
3 „ ...	One-third of the first amount above	*4 1 0*	*3 12 0*
2 „ ...	Two-ninths of the first amount above	*2 14 0*	*2 8 0*
1 day ...	One-ninth of the first amount above	*1 7 0*	*1 4 0*

(2) Where under the provisions of paragraph 4 of this Schedule an annual holiday is allowed in two periods the holiday remuneration shall be apportioned accordingly.

Paragraph 8

Where any accrued holiday remuneration has been paid by the employer to the worker (in accordance with paragraph 9 of this Schedule or in accordance with the provisions of Order Z. (47) or Order Z. (51)) in respect of employment during any of the periods referred to in that paragraph or those Orders respectively, the amount of holiday remuneration payable by the employer in respect of any annual holiday for which the worker has qualified by reason of employment during the said period shall be reduced by the amount of the said accrued holiday remuneration unless that remuneration has been deducted from a previous payment of holiday remuneration made under the provisions of this Schedule.

ACCRUED HOLIDAY REMUNERATION PAYABLE ON TERMINATION OF EMPLOYMENT

Paragraph 9

Where a worker ceases to be employed by an employer after the provisions of this Schedule become effective the employer shall, immediately on the termination of the employment, pay to the worker as accrued holiday remuneration:—

(1) in respect of employment in the twelve months up to the end of the preceding March, a sum equal to the holiday remuneration for any days of annual holiday for which he has qualified, except days of annual holiday which he has been allowed or has become entitled to be allowed before leaving the employment; and

(2) in respect of any employment since the end of the preceding March, a sum equal to the holiday remuneration which would have been payable to him if he could have been allowed an annual holiday in respect of that employment at the time of leaving it.

PART V

GENERAL

Paragraph 10

For the purposes of calculating any period of employment qualifying a worker for an annual holiday or for any accrued holiday remuneration under this Schedule, the worker shall be treated:—

(*a*) as if he were employed for a week in respect of any week in which—

(i) he has worked for the employer for not less than 12 hours and has performed some work to which statutory minimum remuneration applies; or

(ii) he has been absent throughout the week by reason of proved illness or accident to the worker provided that the number of weeks which may be treated as weeks of employment for such reason shall not exceed eight in the aggregate in the period of twelve months immediately preceding the commencement of the holiday season; or

(iii) he is absent from work owing to suspension due to shortage of work provided that the number of weeks which may be treated as weeks of employment for such reason shall not exceed two at any one time; or

(iv) he has been absent throughout the week owing to a stoppage of work due to a trade dispute provided that the number of weeks which may be treated as weeks of employment for such reason shall not exceed three in the aggregate in the period of twelve months last mentioned;

or (*b*) as if he were employed on any day of holiday allowed under the provisions of this Schedule, or of the Schedule to Order Z. (47) or the Schedule to Order Z. (51), and for the purpose of the provisions of sub-paragraph (*a*) of this paragraph, a worker who is absent on such a holiday shall be treated as having worked thereon for the employer the number of hours ordinarily worked by him on that day of the week on work to which statutory minimum remuneration applies.

Paragraph 11

In this Schedule, unless the context otherwise requires, the following expressions have the meanings hereby respectively assigned to them, that is to say:—

"*normal working week*" *means, in relation to:—*

(*a*) *an "annual holiday," the number of days on which it has been usual for the worker to work in a week in the employment of the employer in the twelve months immediately preceding the commencement of the holiday season, or, where, under paragraph 9 of this Schedule, accrued holiday remuneration is payable on the termination of the employment, in the twelve months immediately preceding the date of the termination of the employment;*

(*b*) *a "customary holiday," the number of days on which it has been usual for the worker to work in a week in the employment of the employer in the four weeks immediately preceding the customary holiday.*

Provided that—

(i) part of a day shall count as a day;

(ii) no account shall be taken of any week in which the worker did not perform any work for which statutory minimum remuneration has been fixed.

"statutory minimum remuneration" means statutory minimum remuneration (other than holiday remuneration) which has been fixed by a wages regulation order.

"wages regulation order" means a wages regulation order made by the Minister to give effect to proposals submitted to him by the Fur Wages Council (Great Britain).

"week" in paragraphs 3 and 10 means "pay week."

Paragraph 12

The provisions of this Schedule are without prejudice to any agreement for the allowance of any further holidays with pay or for the payment of additional holiday remuneration.

EXPLANATORY NOTE

(This Note is not part of the Order, but is intended to indicate its general purport.)

This Order, which has effect from the 22nd October, 1951, fixes the annual holidays and certain other days of holiday which an employer is required to allow to a worker in relation to whom the Fur Wages Council (Great Britain) operates, and the holiday remuneration payable in respect of such holidays.

It supersedes Order Z. (51) which is revoked. New provisions in the Schedule are printed in italics.