1968. No. 52 **[NC]**

WAGES COUNCILS

Wages Regulation (Shirtmaking)

ORDER, DATED 13TH MARCH 1968, MADE BY THE MINISTRY OF HEALTH AND SOCIAL SERVICES UNDER THE WAGES COUNCILS ACT (NORTHERN IRELAND) 1945.

The Ministry of Health and Social Services, in exercise of the powers conferred on it by Section 10 of the Wages Councils Act (Northern Ireland) 1945(**a**), hereby makes the following Order to give effect to wages regulation proposals received from the Shirtmaking Wages Council (Northern Ireland):—

Citation

1. This Order may be cited as the Shirtmaking Wages Regulation (Holidays) Order (Northern Ireland) 1968.

Commencement

2. The wages regulation proposals set out in the Schedule shall come into operation on the specified date and on the day immediately preceding that date the Shirtmaking Wages Regulation (Holidays) Order (Northern Ireland) 1966(**b**) shall cease to have effect.

Interpretation

3. In this Order the expression "the specified date" means the 28th day of March 1968, 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.

Sealed with the Official Seal of the Ministry of Health and Social Services for Northern Ireland this 13th day of March 1968.

(L.S.)

W. Slinger,
Assistant Secretary.

(**a**) 1945. c. 21.

(**b**) S.R. & O. (N.I.) 1966, No. 132.

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 the Shirtmaking Wages Regulation (Holidays) Order (Northern Ireland) 1966 (hereinafter referred to as "Order N.I.S. (72)").

Holidays and Holiday Remuneration

PART I

APPLICATION

Paragraph 1.

(1) This Schedule applies to every worker (other than an out-worker) for whom statutory minimum remuneration has been fixed.

(2) An out-worker is a worker who works in his own home or in any other place not under the control or management of the employer.

PART II

CUSTOMARY HOLIDAYS

Paragraph 2.

(1) An empoyer shall allow to every worker to whom this Schedule applies a holiday (hereinafter referred to as a "customary holiday") in each year on the days specified in the following sub-paragraph provided that the worker has been in his employment for a period of not less than eight weeks immediately preceding the customary holiday and has worked for the employer during the whole or part of that period and is in his employment on the day of the customary holiday.

(2) The said customary holidays are:—

(a) Christmas Day (or, if Christmas Day falls on a Sunday, such other weekday as may be appointed by national proclamation, or, if none is so appointed, the next following Tuesday), Boxing Day, Easter Monday, Easter Tuesday and two 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 three weeks before the holiday; or

(b) a day substituted by the employer for any one of the said days, being a day recognised by local custom as a day of holiday in substitution for the said day.

(3) Notwithstanding the preceding provisions of this paragraph, an employer may (except where in the case of a woman or a young person such a requirement would be unlawful) require a worker who is otherwise entitled to any customary holiday under the foregoing provisions 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 referred to as a "holiday in lieu of a customary holiday") on a weekday within the period of four weeks next ensuing.

(4) A worker who is required to work on a customary holiday shall be paid:—

(a) for all time worked thereon at the minimum rate then appropriate to the worker for work on a customary holiday; and

(b) in respect of the holiday in lieu of the customary holiday, in accordance with paragraph 6,

PART III

ANNUAL HOLIDAYS

Paragraph 3.

(1) Subject to the provisions of paragraph 4, in addition to the customary holidays specified in Part II, an employer shall, between *6th April and 30th September 1968,* and in each succeeding year, between 6th April and 30th September (hereinafter referred to as "the holiday season"), allow a holiday (hereinafter referred to as an "annual holiday") to every worker in his employment to whom this Schedule applies who was employed by him during the 12 months immediately preceding the commencement of the holiday season for any of the periods of employment (calculated in accordance with the provisions of paragraph 10) specified below, and the duration of the annual holiday shall be related to the period of employment during those 12 months as follows:—

Period of employment	*Duration of annual holiday*
At least 48 weeks	*15 days*
„ *45* „	*14* „
„ *42* „	*13* „
„ *39* „	*12* „
„ *36* „	*11* „
„ *33* „	*10* „
„ *30* „	*9* „
„ *27* „	*8* „
„ *24* „	*7* „
„ *21* „	*6* „
„ *18* „	*5* „
„ *15* „	*4* „
„ *12* „	*3* „
„ *8* „	*2* „
„ *4* „	*1 day*

(2) Notwithstanding the provisions of sub-paragraph (1) the number of days of annual holiday which an employer is required to allow to a worker in any holiday season shall not exceed in the aggregate *three times the number of days constituting the worker's normal working week.*

Paragraph 4.

An annual holiday shall be allowed on consecutive working days, being days on which the worker is normally required to work, and days of annual holidays shall be treated as consecutive notwithstanding that a customary holiday on which the worker is not required to work or a holiday in lieu of a customary holiday intervenes.

Provided that—

(a) where the number of days of annual holiday for which a worker has qualified exceeds the number of days constituting his normal working week but does not exceed twice that number, the annual holiday may be allowed in two periods of such consecutive working days so, however, that when an annual holiday is so allowed, one of the periods shall consist of a number of such days not less than the number of days constituting the worker's normal working week.

(b) where the number of days of annual holiday for which a worker has qualified exceeds twice the number of days constituting his normal working week the annual holiday may be allowed as follows:—

(i) as to two periods of consecutive working days, each such period not being less than the period constituting the worker's normal working week, during the holiday season; and

(ii) as to any additional days, on working days which need not be consecutive, to be fixed by the employer, either during the holiday season or within the period ending on 8th January immediately following the holiday season.

Paragraph 5.

An employer shall give to a worker reasonable notice of the commencing date or dates and of the duration of his annual holiday. Such notice 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

Paragraph 6.

(1) For each day of customary holiday (including a customary holiday falling on a Saturday) to which a worker is entitled under Part II he shall be paid by the employer as holiday remuneration an amount calculated by dividing the total remuneration (including overtime and holiday remuneration) paid to the worker by the employer during the period commencing on the first working day following the last preceding customary holiday allowed by the employer to the worker and terminating on the last working day preceding the current customary holiday by the number of days on which the worker has worked for the employer during that period.

(2) Notwithstanding the provisions of sub-paragraph (1) payment of the said holiday remuneration shall be subject to the condition that the worker presents himself for employment at the usual starting hour on the first working day following the customary holiday or, if he fails to do so, such failure is by reason of proved illness of the worker or with the consent of the employer.

Provided that when two customary holidays occur on successive days (or so that no working day intervenes) the said condition shall apply only to the second customary holiday.

(3) Where a worker normally works in the week on every weekday except Saturday, he shall be paid a sum equivalent to the holiday remuneration in respect of any Saturday in respect of which he would have been entitled to a customary holiday under Part II if it had been a day on which he normally worked.

(4) 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 pay week which includes the customary holiday are paid.

(5) Holiday remuneration in respect of any holiday in lieu of a customary holiday shall be paid on the pay day on which the wages for the week which includes that holiday in lieu are paid.

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 such holiday in lieu and in that case the condition specified in sub-paragraph (2) shall not apply.

B—ANNUAL HOLIDAYS

Paragraph 7.

(1) Subject to the provisions of paragraph 8, 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, as holiday remuneration an amount equal to *three fiftieths* of the total remuneration (including holiday remuneration) paid by the employer to the worker during the twelve months ended on 5th April immediately preceding the annual holiday.

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

Paragraph 8.

Where, in accordance with paragraph 9 or under the provisions of Order N.I.S. (72) any accrued holiday remuneration has been paid by the employer to the worker in respect of employment during any of the periods referred to in that paragraph or that Order, 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 periods 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 or of Order N.I.S. (72).

Paragraph 9.

(1) If a worker ceases to be employed by an employer before being allowed or entitled to be allowed an annual holiday, the employer shall immediately on the termination of the employment pay to the worker accrued holiday remuneration in accordance with the provisions of sub-paragraph (2).

Provided that where a worker ceases to be employed after being allowed a part of the annual holiday for which he has qualified, but before being allowed the rest of that annual holiday, the accrued holiday remuneration payable to him on termination of his employment shall be reduced by the amount of holiday remuneration received by him in respect of the part of the annual holiday he has been allowed.

(2) Holiday remuneration shall accrue to a worker during the period of twelve months commencing on *6th April 1967*, and thereafter in each successive period of twelve months commencing on 6th April and such accrued holiday remuneration shall be calculated as follows:

(a) in respect of any period of twelve months ended on 5th April immediately preceding the termination of his employment,
an amount equal to *three fiftieths* of the total remuneration (including holiday remuneration) paid by the employer to the worker during that period; and

(b) in respect of any period of employment between such 5th April and the date of termination of his employment,
an amount equal to *three fiftieths* of the total remuneration (including holiday remuneration) paid by the employer to the worker during that period.

(3) Any accrued holiday remuneration payable under the provisions of this paragraph shall be reduced by the amount of accrued holiday remuneration already paid by the employer to the worker in pursuance of this Order or Order N.I.S. (72) in respect of the same period of employment or part thereof.

PART V

GENERAL

Paragraph 10.

For the purpose 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 twenty 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 of or accident to the worker but not exceeding six weeks in the aggregate in the period of twelve months immediately preceding the commencement of the holiday season; or

(iii) he has been suspended throughout the week owing to shortage of work but not exceeding six weeks in the aggregate in the period of twelve months last mentioned;

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

Paragraph 11.

Where any day of holiday allowed to any worker under this Schedule falls upon a day of holiday or half-holiday to which the worker may be entitled under any enactment other than the Wages Councils Act (Northern Ireland) 1945, that holiday or half-holiday shall be treated as part of the holiday allowed under this Schedule.

Paragraph 12.

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

"normal working week" means 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 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.

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.

"week" means "pay week."

EXPLANATORY NOTE

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

This Order, which comes into operation on 28th March 1968, sets out the holidays which an employer is required to allow to workers and the remuneration payable for those holidays in substitution for the holidays and holiday remuneration fixed by the Shirtmaking Wages Regulation (Holidays) Order (Northern Ireland) 1966 (Order N.I.S. (72)). Order N.I.S. (72) is revoked.

New provisions in the Schedule are printed in italics.