STATUTORY INSTRUMENTS

1975 No. 1117

WAGES COUNCILS

The Wages Regulation (Rope, Twine and Net) (Holidays) Order 1975

Made - - - -	7th *July* 1975
Coming into Operation	31*st July* 1975

Whereas the Secretary of State has received from the Rope, Twine and Net Wages Council (Great Britain) the wages regulation proposals set out in the Schedule hereto;

Now, therefore, the Secretary of State in exercise of his powers under section 11 of the Wages Councils Act 1959**(a)**, and now vested in him**(b)**, and of all other powers enabling him in that behalf, hereby makes the following Order:—

1. This Order may be cited as the Wages Regulation (Rope, Twine and Net) (Holidays) Order 1975.

2.—(1) In this Order the expression "the specified date" means the 31st July 1975, 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.

(2) The Interpretation Act 1889**(c)** shall apply to the interpretation of this Order as it applies to the interpretation of an Act of Parliament and as if this Order and the Order hereby revoked were Acts of Parliament.

3. The wages regulation proposals set out in the Schedule hereto shall have effect as from the specified date and as from that date the Wages Regulation (Rope, Twine and Net) (Holidays) Order 1970**(d)**, as amended by Schedule 2 to the Wages Regulation (Rope, Twine and Net) Order 1974**(e)**, shall cease to have effect.

Signed by order of the Secretary of State.

7th July 1975.

R. J. Dawe,
Assistant Secretary,
Department of Employment.

(a) 1959 c. 69.
(b) S.I. 1959/1769, 1968/729 (1959 I, p. 1795; 1968 II, p. 2108).
(c) 1889 c. 63.
(d) S.I. 1970/979 (1970 II, p. 3110). **(e)** S.I. 1974/853 (1974 II, p. 3291).

Article 3 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 Wages Regulation (Rope, Twine and Net) (Holidays) Order 1970 (hereafter in this Order referred to as "Order R. (156)"), as amended by Schedule 2 to the Wages Regulation (Rope, Twine and Net) Order 1974 (Order R. (164)).

PART I

APPLICATION

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

PART II

CUSTOMARY HOLIDAYS

2.—(1) An employer shall allow to every worker in his employment 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 was in his employment for a period of not less than four weeks during the six months immediately preceding the customary holiday and (unless excused by the employer or absent by reason of the proved illness of 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—

Good Friday, Easter Monday, the last Monday in May, the last Monday in August, Christmas Day, 26th December if it be not a Sunday, 27th December in a year when 25th or 26th December is a Sunday; New Year's Day if it be not a Sunday or, if it be a Sunday, 2nd January; or where another day is substituted for any of the said days by national proclamation, that day; or in the case of the last Monday in August, or any day substituted therefor by national proclamation, such day, other than a weekly short day, as may be substituted therefor by the employer, being a day which is by local custom recognised as a day of holiday and which falls within three months of the day for which it is substituted;

(ii) In Scotland:—

The New Year's holiday (2 days),
The local Spring holiday (1 day),
The local Autumn holiday (1 day) and
three other weekdays (being days upon which the worker normally attends for work) 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*) in the case of each of the said days, such weekday falling between 1st April and 30th September as may be substituted therefor by agreement between the employer and the workers.

(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 employer shall allow to the worker a day's holiday (hereinafter referred to as a "holiday in lieu of a customary holiday") on a weekday on which he would normally work for the employer 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, holiday remuneration in accordance with paragraph 6.

PART III

ANNUAL HOLIDAY

3.—(1) Subject to the provisions of paragraph 4, in addition to the holidays specified in Part II of this Schedule an employer shall, between the date on which this Schedule becomes effective and 30th September 1975, and in each succeeding year between 1st April and 30th September allow a holiday (hereinafter referred to as an "annual holiday") to every worker in his employment to whom this Schedule applies who has been employed by him during the 12 months immediately preceding the commencement of the holiday season for any of the periods of employment set out in the appropriate column in the table below and the duration of the annual holiday shall, in the case of each such worker, be related to that period as follows:—

Period of employment	*Workers with a normal working week of five days or more*	*Workers with a normal working week of four days*	*Workers with a normal working week of three days or less*
	Duration of annual holiday		
	Days	*Days*	*Days*
At least 48 weeks	*17*	*13*	*10*
" " *44* "	*15*	*11*	*9*
" " *40* "	*14*	*10*	*8*
" " *36* "	*12*	*9*	*7*
" " *32* "	*11*	*8*	*6*
" " *28* "	*9*	*7*	*5*
" " *24* "	*8*	*6*	*5*
" " *20* "	*7*	*5*	*4*
" " *16* "	*5*	*4*	*3*
" " *12* "	*4*	*3*	*2*
" " *8* "	*2*	*2*	*1*
" " *4* "	*1*	*1*	—

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

(*a*) *the number of days of annual holiday which an employer is required to allow to a worker in respect of a period of employment during the 12 months immediately preceding 1st April in any year, shall not exceed in the aggregate:*

(*i*) *in the case of a worker whose normal working week is five days or more, three times the number of days constituting the worker's normal working week, plus two days; and*

(*ii*) *in the case of a worker whose normal working week is four days or less, three times the number of days constituting the worker's normal working week, plus one day;*

(*b*) the duration of the worker's annual holiday during the holiday season ending on 30th September 1975 shall be reduced by any days of annual holiday duly allowed to him by the employer under the provisions of Order R. (156), as amended by Schedule 2 to Order R. (164), between 1st April 1975 and the date on which the provisions of this Schedule become effective.

(3) Where before 17th September in any holiday season a worker (or his representative) and his employer (or his representative) enter into an agreement in writing that the worker shall be allowed after the end of the holiday season and before 1st November next following, the annual holiday, or any part thereof, for which he has qualified under this paragraph, any such days of annual holiday may, subject to the

provisions of paragraph 4, be allowed in accordance with the agreement, and if so allowed shall be treated for the purposes of this Schedule as having been allowed during the holiday season.

(4) In this Schedule the expression "holiday season" means in relation to the year 1975 the period commencing on 1st April 1975 and ending on 30th September 1975 and, in each succeeding year, the period commencing on 1st April and ending on 30th September of the same year.

4.—(1) Except as hereinafter in this paragraph otherwise provided, an annual holiday shall be allowed on consecutive working days, being days on which the worker is normally called upon to work for the employer.

(2) (*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 holiday may be allowed in two periods of consecutive working days; so, however, that when a 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 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 on any working day before the beginning of the next following holiday season.

(3) For the purposes of this paragraph, days of annual holidays shall be treated as consecutive notwithstanding that a day of holiday allowed to a worker under Part II of this Schedule or a day upon which he does not normally work for the employer intervenes.

(4) Where a day of holiday allowed to a worker under Part II of this Schedule immediately precedes or follows a period of annual holiday or occurs during such a period and the total number of days of annual holiday required to be allowed in the period under the foregoing provisions of this paragraph, together with any such day of holiday allowed under Part II of this Schedule, exceeds the number of days constituting the worker's normal working week then, notwithstanding the foregoing provisions of this paragraph, the duration of that period of annual holiday may be reduced by one day and in such a case one day of annual holiday may be allowed on any working day (not being the worker's weekly short day) in the holiday season or before the commencement of the next holiday season.

(5) Subject to the provisions of sub-paragraph (1) of this paragraph, any day of annual holiday under this Schedule may be allowed on a day on which the worker is entitled to a day of holiday or to a half-holiday under any enactment other than the Wages Councils Act 1959.

5. An employer shall give to a worker notice of the commencing date or dates and duration of the period or periods of his annual holiday. Such notice shall be given at least 21 days before the first day of the holiday or, where, under the provisions of paragraph 4, an annual holiday is allowed in more than one period, 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

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, calculated at the appropriate rate of statutory minimum remuneration, to which he would have been entitled as a time worker if the day had not been a day of holiday and he had worked on that day on work for which statutory minimum remuneration is payable for the time (excluding overtime) usually worked by him on that day of the week:

Provided that—

(*a*) where the customary holiday falls on a Saturday a worker who normally attends on five days in the week, shall be paid an amount equal to the appropriate statutory minimum remuneration (excluding overtime) to which he would have been entitled as a time worker if the day had not been a day of customary holiday and he had worked on that day for one-fifth of the number of hours he normally works in a week on work for which statutory minimum remuneration is payable.

(*b*) (i) Payment of the said holiday remuneration is subject to the condition that the worker presents himself for employment at the usual starting hour on and works throughout the first working day following the holiday or, if he fails to do so, such failure is by reason of the proved incapacity of the worker due to illness or injury or with the consent of the employer;

(ii) 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.

(2) The holiday remuneration in respect of any customary holiday shall be paid by the employer to the worker not later than the pay day on which the wages for the pay week including the first working day following the customary holiday are paid.

(3) The holiday remuneration in respect of any holiday in lieu of a customary holiday shall be paid not later than the pay day on which the wages for the pay week including the first working day following the holiday in lieu of a customary holiday 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 a holiday in lieu of a customary holiday to which he is entitled, and in that case the proviso (*b*) to sub-paragraph (1) of this paragraph shall not apply.

B—ANNUAL HOLIDAY

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, one day's holiday pay (as defined in paragraph 11) in respect of each day of annual holiday.

(2) Where under the provisions of paragraph 4 an annual holiday is allowed in more than one period, the holiday remuneration shall be apportioned accordingly.

8. Where any accrued holiday remuneration has been paid by the employer to the worker in accordance with paragraph 9 or in accordance with the provisions of Order R. (156), as amended by Schedule 2 to Order R. (164), in respect of employment during any of the periods referred to in that paragraph or that Order 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 or of Order R. (156), as amended.

ACCRUED HOLIDAY REMUNERATION PAYABLE ON TERMINATION OF EMPLOYMENT

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 12 months up to the 31st day of the preceding March, a sum equal to the holiday remuneration which would be payable 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) if they were allowed at the time of leaving the employment; and

(2) in respect of any employment since the 31st day 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

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—

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

(*a*) in the case of a worker other than a part-time worker, he has worked for the employer for not less than 34 hours and has performed some work for which statutory minimum remuneration is payable;

(*b*) in the case of a part-time worker, he has worked for the employer and has performed some work for which statutory minimum remuneration is payable; or

(*c*) in the case of any worker, he has worked for the employer for less than 34 hours by reason of proved incapacity due to sickness or injury or for a like reason he has been absent throughout the week or has been suspended throughout the week owing to shortage of work:

Provided that the number of weeks which may be so treated as weeks of employment shall not exceed:—

(i) 26 weeks in the case of proved incapacity in respect of which the worker is *incapacitated due to industrial injury sustained at his place of employment;*

(ii) six weeks in the case of any other proved incapacity or of suspension owing to shortage of work;

(2) as if he were employed on any day of holiday allowed under the provisions of this Schedule or of Order R. (156), as amended by Schedule 2 to Order R. (164), and, for the purposes of the provisions of sub-paragraph (1) of this paragraph, a worker who is absent on such a holiday shall be treated as having worked thereon for the employer on work for which statutory minimum remuneration is payable for the number of hours (excluding overtime) ordinarily worked by him on that day of the week.

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

"home-worker" means a worker who works in his or her own home or in any other place not under the control or management of the employer.

"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 during the 12 months immediately preceding the commencement of the holiday season or, where under paragraph 9 accrued holiday remuneration is payable on the ter-

mination of the employment, during the 12 months immediately preceding the date of the termination of the employment:

Provided that—

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

(2) 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.

"one day's holiday pay" means—

the appropriate proportion of the amount which the worker would be entitled to receive from his employer, at the beginning of the holiday or the first period of the holiday, as the case may be, for a week's work, if working his normal working week and the number of daily hours usually worked by him (exclusive of overtime), and if paid—

(*a*) in the case of a time worker, at the appropriate General Minimum Time Rate for work to which that rate applies plus 12½% and at the same rate for work (if any) to which that rate does not apply;

(*b*) in the case of a piece worker, the appropriate General Minimum Time Rate that would have been applicable to him if he had been employed as a time worker, plus 12½%.

In this definition "appropriate proportion" means—

where the worker's normal working week is five days *or more* one-fifth
" " " " " " " four days ... one-quarter
" " " " " " " three days or less one-third

"part-time worker" means a worker who normally works for the employer for less than 40 hours a week by reason only of the fact that he does not hold himself out as normally available for work for more than the number of hours he normally works in the week.

"statutory minimum remuneration" means remuneration (other than holiday remuneration) fixed by a wages regulation order made by the Secretary of State to give effect to proposals submitted to him by the Rope, Twine and Net Wages Council (Great Britain).

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

"weekly short day" means Saturday or any other day (not being Sunday) which may be substituted therefor by agreement between an employer and a worker.

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.)

This Order, which has effect from 31st July 1975, sets out the holidays which an employer is required to allow to workers in relation to whom the Rope, Twine and Net Wages Council (Great Britain) operates and the remuneration payable for those holidays in substitution for the holidays and holiday remuneration fixed by the Wages Regulation (Rope, Twine and Net) (Holidays) Order 1970 (Order R. (156)), as amended by Schedule 2 to the Wages Regulation (Rope ,Twine and Net) Order 1974 (Order R. (164)). Order R. (156) is revoked.

New provisions are printed in italics.

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