(3) The lining with fur of any of the above mentioned garments where carried out in association with or in conjunction with the making of such garments ;

(4) (*a*) All processes of embroidery or decorative needle-work where carried on in association with or in conjunction with the making, altering, repairing, renovating, or remaking of any of the above mentioned tailored garments other than hand-embroidery or hand-drawn thread-work on garments made of linen or cotton or of mixed linen and cotton ;

(*b*) The following processes if done by machine, namely—thread-drawing, thread-clipping, top-sewing, scalloping, nickelling and paring ;

(5) Warehousing, packing and all other operations incidental to or appertaining to any of the above mentioned branches of tailoring.

But excluding—

(1) Those branches of women's or girls' bespoke tailoring and all operations or processes covered by the Trade Boards (Tailoring) Order, 1919 ;

(2) The making of head-gear ;

(3) The making of rubberised or oilskin garments ;

(4) Warehousing, packing and other similar operations carried on in shops mainly engaged in the retail distribution of articles of any description that are not made on the premises.

EXPLANATORY NOTE.

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

1. The Schedule to this Order sets out the statutory minimum remuneration payable as from 5th September, 1946, to the workers in relation to whom the Wholesale Mantle and Costume Wages Council (Northern Ireland) operates.

2. The provisions of Order N.I.W.M. (19) cease to have effect when the new provisions under this Order come into force.

N.I.B. (37)

Paper Box Wages Council (Northern Ireland) Holidays

THE PAPER BOX WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION (HOLIDAYS) ORDER, 1946, DATED 16TH DECEMBER, 1946, MADE BY THE MINISTRY OF LABOUR AND NATIONAL INSURANCE UNDER SECTION 10 OF THE WAGES COUNCILS ACT (NORTHERN IRELAND), 1945 (9 & 10 GEO. 6, CH. 21).

1946. No. 219

WHEREAS the Ministry of Labour and National Insurance (hereinafter referred to as " the Ministry ") has received from the Paper Box Wages Council (Northern Ireland) wages regulation proposals for requiring workers in relation to whom the Council operates to be allowed by their employers the holidays set out in the Schedule to this Order and for fixing the holiday remuneration specified therein in substitution for the holidays provided for by the direction given, and holiday remuneration fixed, by the Council under the Holidays with Pay Act (Northern Ireland), 1938, and confirmed by the Order of the Ministry dated the 20th day of October, 1939 (hereinafter referred to as " Order N.I.B. (21) ") ; 2 Geo. 6, Ch. 24.

NOW, THEREFORE, the Ministry by virtue of section 10 of the Wages Councils Act (Northern Ireland), 1945, and of every other power in that behalf hereby makes the following Order :—

Holidays and holiday remuneration.

1. As from the specified date the Order N.I.B. (21) shall cease to have effect and the workers to whom the Schedule to this Order applies shall be entitled to be allowed the holidays and paid the holiday remuneration specified therein.

Commencement.

2. In this Order the expression " specified date " means the 20th day of December, 1946. Provided that where, as respects any worker who is paid wages at intervals not exceeding seven days, the specified date does not correspond with the beginning of the period for which the wages are paid, this Order shall, as respects that worker, become effective as from the beginning of the next such period following the specified date.

Short title and interpretation.

3.—(1) This Order may be cited as the Paper Box Wages Council (Northern Ireland) Wages Regulation (Holidays) Order, 1946.

12 Geo. 5, Ch. 4.

(2) The Interpretation Act, 1921, applies to the interpretation of this Order as it applies to the interpretation of an Act of the Parliament of Northern Ireland.

Sealed with the Official Seal of the Ministry of Labour and National Insurance for Northern Ireland this sixteenth day of December, nineteen hundred and forty-six, in the presence of

(L.S.) *J. W. McConnell,*
Assistant Secretary to the Ministry of Labour and National Insurance for Northern Ireland.

SCHEDULE

HOLIDAYS WITH PAY

PART I

APPLICATION

PARAGRAPH 1.

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

(2) For the purposes of this Schedule an out-worker is a worker who works in his or her own home or in any other place not under the control or management of the employer.

PART II

CUSTOMARY HOLIDAYS

PARAGRAPH 2.

(1) An employer 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 four weeks immediately preceding

the holiday and has worked for the employer for not less than half that period and (unless excused by the employer or absent by reason of proved illness) has worked for the employer throughout the last five working days on which work was available to him immediately preceding the holiday.

(2) The said customary holidays are :—

(*a*) Christmas Day, Boxing Day and the day following Boxing Day

Provided that—

(i) where Christmas Day falls on a Thursday, Friday or Saturday, the Saturday in that week shall be treated as one of the customary holidays irrespective of whether the worker normally works on Saturday or not ;

(ii) where Christmas Day falls on a Sunday, the customary holidays shall be Boxing Day and the next two following days ;

(iii) where Boxing Day or the day following Boxing Day falls on a Sunday that Sunday shall not be treated as one of the customary holidays and a customary holiday shall be allowed to the worker on the Monday or Tuesday next following, as the case may be ;

Easter Monday, Easter Tuesday and the Wednesday following the last-mentioned day, or

(*b*) a day substituted by the employer for any one of the said days, 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 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, holiday remuneration in accordance with paragraph 6 of this Schedule.

Part III

ANNUAL HOLIDAYS

Paragraph 3.

(1) In addition to the holidays specified in Part II of this Schedule and subject to the provisions of sub-paragraph (2) of this paragraph, an employer shall, between the 1st July, 1947, and 30th September, 1947, and between 1st July and 30th September in each subsequent year, 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 twelve months immediately preceding the commencement of the holiday season for any of the periods specified below, and the duration of the holiday shall be related to his period of employment during that twelve months as follows :—

(*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 :—

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 holiday	Period of employment	Duration of holiday
At least 24 weeks	6 days	At least 24 weeks	5 days
" 20 "	5 "	" 19 "	4 "
" 16 "	4 "	" 14 "	3 "
" 12 "	3 "	" 9 "	2 "
" 8 "	2 "	" 5 "	1 day
" 4 "	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 Schedule, 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 holiday	Period of employment	Duration of holiday
At least 48 weeks	6 days	At least 48 weeks	5 days
" 40 "	5 "	" 38 "	4 "
" 32 "	4 "	" 29 "	3 "
" 24 "	3 "	" 19 "	2 "
" 16 "	2 "	" 9 "	1 day
" 8 "	1 day		

(2) Notwithstanding the provisions of sub-paragraph (1) of this paragraph the number of days of annual holiday to which a worker is entitled in any period of twelve months commencing on 1st January shall not exceed in the aggregate the period constituting the worker's normal working week.

(3) In this Schedule the expression " holiday season " means in relation to an annual holiday during the year 1947 the period commencing on 1st July and ending on 30th September, 1947, and in relation to each subsequent year, the period commencing on 1st July and ending on 30th September in that year.

PARAGRAPH 4.

An annual holiday shall be allowed on consecutive working days, being days upon which the worker is normally called upon to work, and days of holiday shall be treated as consecutive notwithstanding the intervention of a customary holiday or a holiday in lieu of a customary holiday.

PARAGRAPH 5.

An employer shall give to a worker reasonable notice of the commencing date and duration of his holiday. Such notice may be given individually to a 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 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

appropriate 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 been employed on work to which statutory minimum remuneration applies for the time usually worked by him on that day of the week.

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 proved illness) presents himself for employment at the usual starting hour on the first working day following the holiday and works throughout the remainder of the week in which the holiday occurs.

(2) 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 including 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 for the week including 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 of a customary holiday.

B — ANNUAL HOLIDAYS

PARAGRAPH 7.

(1) Subject to the provisions of paragraph 10 of this Schedule, a worker entitled 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, holiday remuneration in accordance with the following table :—

TABLE OF HOLIDAY REMUNERATION

Col. 1	Col. 2				Col. 3
Period of holiday	Holiday remuneration for workers with a normal working week of—				Holiday remuneration for full normal working week
	6 days	5 days	4 days	3 days or less	
6 days	The amount in Col. 3	—	—	—	The amount which the worker would be entitled to receive from his employer 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 at the appropriate statutory minimum remuneration for time work fixed by a wages regulation order in respect of the worker for work to which that order applies and at the same rate for work (if any) to which that order does not apply.
5 days	Five-sixths of the amount in Col. 3	The amount in Col. 3	—	—	
4 days	Two-thirds of the amount in Col. 3	Four-fifths of the amount in Col. 3	The amount in Col. 3	—	
3 days	One-half of the amount in Col. 3	Three-fifths of the amount in Col. 3	Three-quarters of the amount in Col. 3	The amount in Col. 3	
2 days	One-third of the amount in Col. 3	Two-fifths of the amount in Col. 3	One-half of the amount in Col. 3	Two-thirds of the amount in Col. 3	
1 day	One-sixth of the amount in Col. 3	One-fifth of the amount in Col. 3	One-quarter of the amount in Col. 3	One-third of the amount in Col. 3	

(2) In relation to a piece worker Col. 3 of the foregoing table shall have effect as if the words " at the appropriate statutory minimum remuneration " to the end of the column were deleted and there were inserted in lieu thereof the following words :—

" statutory minimum remuneration as follows :—

(*a*) in the case of a male worker aged 21 years or over to whom a piece work basis time rate applies or of a female worker aged 18 years or over, a time rate equal to the hourly piece work basis time rate applicable to the worker,

(*b*) in the case of any other piece worker, a time rate equal to the hourly general minimum time rate which would be applicable to the worker if he were a time worker."

PARAGRAPH 8.

If a worker ceases to be employed by an employer before being entitled to be allowed an annual holiday, the employer shall immediately on the termination of the employment pay to the worker any holiday remuneration which has accrued to that worker in accordance with the provisions of the next following paragraph.

PARAGRAPH 9.

(1) Subject to the provisions of this paragraph, holiday remuneration shall accrue to a worker during the period of twelve months commencing on 1st July, 1946, and thereafter in each successive period of twelve months commencing on 1st July and such holiday remuneration shall accrue in accordance with the provisions of the following table :—

TABLE OF ACCRUED HOLIDAY REMUNERATION

Col. 1	Col. 2				Col. 3
Period of employment calculated in accordance with the provisions of paragraph 11 of this Schedule	Accrued holiday remuneration for workers with a normal working week of—				Accrued holiday remuneration for full normal working week
	6 days	5 days	4 days	3 days or less	
After 48 weeks such employment	The amount in Col. 3	—	—	—	The amount which the worker would be entitled to receive from his employer at the date of the termination of his employment 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 at the appropriate statutory minimum remuneration for time work fixed by a wages regulation order in respect of the worker for work to which that order applies and at the same rate for work (if any) to which that order does not apply.
After 40 weeks such employment	Five-sixths of the amount in Col. 3	The amount in Col. 3	—	—	
After 32 weeks such employment	Two-thirds of the amount in Col. 3	Four-fifths of the amount in Col. 3	The amount in Col. 3	—	
After 24 weeks such employment	One-half of the amount in Col. 3	Three-fifths of the amount in Col. 3	Three-quarters of the amount in Col. 3	The amount in Col. 3	
After 16 weeks such employment	One-third of the amount in Col. 3	Two-fifths of the amount in Col. 3	One-half of the amount in Col. 3	Two-thirds of the amount in Col. 3	
After 8 weeks such employment	One-sixth of the amount in Col. 3	One-fifth of the amount in Col. 3	One-quarter of the amount in Col. 3	One-third of the amount in Col. 3	

(2) In relation to a piece worker Col. 3 of the foregoing table shall have effect as if the words " at the appropriate statutory minimum remuneration " to the end of the column were deleted and there were inserted in lieu thereof the following words—

" statutory minimum remuneration as follows :—

(*a*) in the case of a male worker aged 21 years or over to whom a piece work basis time rate applies or of a female worker aged 18 years or over, a time rate equal to the hourly piece work basis time rate applicable to the worker,

(*b*) in the case of any other piece worker, a time rate equal to the hourly general minimum time rate which would be applicable to the worker if he were a time worker."

(3) The amount of any accrued holiday remuneration payable on the termination of the worker's employment in respect of any of the periods of twelve months mentioned in sub-paragraph (1) of this paragraph shall be reduced by the amount of any previous payment of accrued holiday remuneration made by the employer to the worker in respect of the period for which the accrued holiday remuneration is payable and, where the worker's employment terminates during any holiday season by the amount of the holiday remuneration paid to him by the employer in respect of any days of annual holiday allowed during the said holiday season.

PARAGRAPH 10.

Where in accordance with the provisions of paragraphs 8 and 9 of this Schedule any accrued holiday remuneration has been paid by the employer to the worker in respect of any period of employment in the twelve months immediately preceding the holiday season within which an annual holiday is allowed by the employer to the worker in accordance with the provisions of this Schedule, the amount of holiday remuneration payable by the employer in respect of the said annual holiday under the provisions of paragraph 7 of this Schedule shall be reduced by the amount of the said accrued holiday remuneration.

PART V

GENERAL

PARAGRAPH 11.

For the purposes of calculating any period of employment entitling a worker to an annual holiday or to 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 twelve 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, but not exceeding eight 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 up to but not exceeding six weeks 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, and for the purposes 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 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 12.

Where any day of annual 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 13.

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 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 paragraphs 8 and 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.

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 made by the Ministry pursuant to proposals submitted to it by the Paper Box Wages Council (Northern Ireland).

" week " in paragraphs 3, 6 and 11 means " pay week."

PARAGRAPH 14.

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)

1. This Order, which has effect as from 20th December, 1946, fixes the annual holidays and certain other days of holiday (referred to as " customary holidays ") which an employer is required to allow to a worker (other than an out-worker) in relation to whom the Paper Box Wages Council (Northern Ireland) operates.

2. The provisions of Order N.I.B. (21) cease to have effect when the new provisions under this Order come into force.

N.I.B. (36)

Paper Box Wages Council (Northern Ireland) Wages

THE PAPER BOX WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION ORDER, 1946, DATED 16TH DECEMBER, 1946, MADE BY THE MINISTRY OF LABOUR AND NATIONAL INSURANCE UNDER SECTION 10 OF THE WAGES COUNCILS ACT (NORTHERN IRELAND), 1945 (9 & 10 GEO. 6, CH. 21).

1946. No. 218

WHEREAS the Ministry of Labour and National Insurance (hereinafter referred to as " the Ministry ") has received from the Paper Box Wages Council (Northern Ireland) wages regulation proposals for fixing the minimum remuneration to be paid to the workers in relation to whom the Council operates in substitution for the minimum remuneration now payable to the said workers ;

NOW, THEREFORE, the Ministry by virtue of section 10 of the Wages Councils Act (Northern Ireland), 1945, and of every other power in that behalf hereby makes the following Order :—