but excluding the following operations :—
the sawing and turning of wood as a preliminary operation to the manufacture of such brushes or brooms ; the making of metal parts and the mounting of brushes with metal or tortoise-shell backs.

PAYMENT OF HIGHER REMUNERATION

PARAGRAPH 19.
The statutory minimum remuneration set out in this Schedule is without prejudice to workers earning higher rates of wages or to agreements made, or that may be made, between employers and workers for the payment of remuneration in excess of the statutory minimum.

THE BRUSH AND BROOM WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION (HOLIDAYS) ORDER, 1948, DATED 14TH JANUARY, 1948, 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).

1948. No. 16

WHEREAS the Ministry of Labour and National Insurance (hereinafter referred to as " the Ministry ") has received from the Brush and Broom 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 9th day of September, 1939 (hereinafter referred to as " Order N.I.B.B. (45) "), as amended by the Second Schedule to the Brush and Broom Wages Council (Northern Ireland) Wages Regulation Order, 1946 (a) dated the 17th day of September, 1946 ;

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.B. (45) as amended 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 " the specified date " means the 19th day of January, 1948. 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.

(a) S. R. & O. 1946, No. 195.

3.—(1) This Order may be cited as the Brush and Broom Wages Council (Northern Ireland) Wages Regulation (Holidays) Order, 1948. Short title and interpretation.

(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. 12 Geo. 5, Ch. 4.

Sealed with the Official Seal of the Ministry of Labour and National Insurance for Northern Ireland this fourteenth day of January, nineteen hundred and forty-eight 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 worker (other than an outworker) for whom statutory minimum remuneration has been fixed.

(2) For the purpose of this Schedule an outworker 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 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 two weeks immediately preceding the 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 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 two 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 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, in accordance with paragraph 6 of this Schedule.

PART III.
ANNUAL HOLIDAYS.

PARAGRAPH 3.

In addition to the customary holidays specified in Part II of this Schedule, an employer shall, between the 1st day of June and the 30th day of September, 1948, and in each succeeding year between the 1st day of June and the 30th day of September (in this Schedule 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 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 be related to the worker's period of employment during that twelve months as follows :—

Period of employment	*Duration of annual holiday*
At least 40 weeks	6 days
,, 36 ,,	5 ,,
,, 30 ,,	4 ,,
,, 24 ,,	3 ,,
,, 16 ,,	2 ,,
,, 8 ,,	1 day

Provided that the number of days of annual holiday to which a worker is entitled in any period of 12 months commencing on the 1st day of January shall not exceed in the aggregate 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 upon which the worker is normally called upon to work, and days of holiday shall be treated as consecutive notwithstanding the intervention of a Sunday, a customary holiday or a holiday in lieu of a customary holiday.

Provided that the last day of an annual holiday to which a worker is entitled may be allowed on a non-consecutive working day falling within the holiday season if the remainder of the said annual holiday is allowed immediately after a customary holiday or so that such a holiday intervenes.

PARAGRAPH 5.

An employer shall give to a worker reasonable notice of the commencing date and duration of his holiday. Such notice should be given at least 28 days before the first day of the holiday and may be given individually to a worker or by posting a notice in the place where the worker is employed.

PART IV.
HOLIDAY REMUNERATION.
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 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 that payment of the said holiday remuneration shall be 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.

(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 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 if he ceases to be employed before being allowed such holiday in lieu of a customary holiday and in that case the conditions specified in sub-paragraph (1) of this paragraph shall not apply.

ANNUAL HOLIDAYS.

PARAGRAPH 7.

(1) Subject to the provisions 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, 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	
6 days	The amount in Col. 3	—	—	—	The amount which the worker would be entitled to receive from his employer at the date of the holiday 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 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) Where under the provisions of paragraph 4 of this Schedule an annual holiday is taken in two periods, the holiday remuneration shall be apportioned accordingly.

PARAGRAPH 8.

If a worker ceases to be employed by an employer before being entitled to be allowed an annual holiday or before being allowed the whole of any annual holiday to which he is entitled under this Schedule, 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 Schedule, holiday remuneration shall accrue to a worker during the period of twelve months commencing on the 1st day of June, 1947, and thereafter in each successive period of twelve months commencing on the 1st day of June, 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	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	
After 40 weeks employment calculated in accordance with the provisions of paragraph 11 of this Schedule	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 the 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 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 36 weeks such employment	Five-sixths of the amount in Col. 3	The amount in Col. 3	—	—	
After 30 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) 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 the worker 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 12 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 unless that remuneration has been deducted from a previous payment of holiday remuneration.

PART V.

GENERAL.

PARAGRAPH 11.

For the purposes of calculating any period of employment entitling a worker to an

annual holiday or 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 on not less than three days 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 four weeks in the aggregate in the period of twelve months immediately preceding the commencement of the holiday season ; 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.

(1) For the purposes of paragraphs 6, 7 and 9 of this Schedule the appropriate statutory minimum remuneration means, where the worker is usually employed as —

(*a*) a time worker	The general minimum time rate applicable to the worker.
(*b*) a piece worker and is a female worker under 21 years of age	The general minimum time rate which would apply if the worker were employed as a time worker.
(*c*) a piece worker and is not a worker specified in (*b*) of this sub-paragraph. ...	A time rate equal to the basis rate.

(2) For the purpose of this paragraph —

(*a*) the expression " basis rate " means the piece work basis time rate applicable to the worker or which is applicable when no general minimum piece rate applies or where no such piece work basis time rate is applicable the general minimum time rate which would apply if the worker were a time worker.

(*b*) where a worker is employed on work to which more than one minimum rate applies, the rate shall be ascertained by reference to the work on which he has been mainly employed in the twelve months prior to the holiday in the case of a customary holiday, the commencement of the holiday season in the case of an annual holiday or the date of the termination of the employment where accrued holiday remuneration is payable.

(*c*) where a worker is usually employed partly on time work and partly on piece work, he shall be treated as having been employed on piece work for the whole of his time.

(*d*) where a female worker aged under 21 years is employed on pan work the general minimum time rate applicable shall be the rate that would be applicable if she were employed as a worker other than a pan hand.

PARAGRAPH 13.

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 14.

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 Brush and Broom Wages Council (Northern Ireland).

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

PARAGRAPH 15.

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.

Dressmaking and Women's Light Clothing Wages Council (Northern Ireland)

THE DRESSMAKING AND WOMEN'S LIGHT CLOTHING WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION (No. 1) ORDER, 1948, DATED 20TH SEPTEMBER, 1948, 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).

1948. No. 287

WHEREAS the Ministry of Labour and National Insurance (hereinafter referred to as " the Ministry ") has received from the Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) wages regulation proposals for fixing the minimum remuneration to be paid to certain workers in relation to whom the Council operates in substitution for the minimum remuneration fixed by the Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Wages Regulation (No. 2) Order 1947, (a), dated the 12th day of May, 1947;

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 :—

Statutory minimum remuneration.

1. As from the specified date the Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Wages Regulation (No. 2) Order, 1947, (a), shall cease to have effect and the statutory minimum remuneration set out in the Schedule to this Order shall be paid to the workers therein specified.

Commencement.

2. In this Order the expression "the specified date" means the 27th day of September, 1948. 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.

(a) S. R. & O. 1947, No. 77.