them are carried on in a factory or workshop in which any of the articles (*a*) to (*g*) above are made or re-made ;

But excluding

the making of wire rope (unless made in the same factory or workshop as hemp or similar rope or core for wire rope) ;

And excluding

the making of net in connection with the lace curtain trade and the weaving of cloth ;

And excluding also

the splicing or braiding of rope, twine or cord performed by hand or machine when incidental to or carried on in association with or in conjunction with the operations specified in paragraphs (1) and (2) of the Appendix to the Trade Boards (Made-up Textiles) Order, 1920, (a) or any other processes or operations which are specifically mentioned in such Appendix.

THE ROPE, TWINE AND NET WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION (HOLIDAYS) ORDER, 1948, DATED 7TH 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. 292

WHEREAS the Ministry of Labour and National Insurance (hereinafter referred to as " the Ministry ") has received from the Rope, Twine and Net 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 30th day of June, 1939 (hereinafter referred to as " Order N.I.R. (30) "), as amended by the Second Schedule to the Rope, Twine and Net Wages Council (Northern Ireland) Wages Regulation Order, 1946, (b), dated the 24th day of June, 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 temuneration.

1. As from the specified date the Order N.I.R. (30) 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 13th day of September, 1948. Provided that where, as respects

(a) S. R. & O. 1920, No. 1901.

(b) S.R. & O. 1946, No. 145.

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.

Short title and interpretation.

3.—(1) This Order may be cited as the Rope, Twine and Net Wages Council (Northern Ireland) Wages Regulation (Holidays) Order, 1948.

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 seventh day of September, 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 1

APPLICATION

PARAGRAPH 1.

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

(2) For the purpose of this Schedule 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) Subject to the provisions of this paragraph 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 4 weeks during the six months immediately preceding the holiday and (unless excused by the employer or absent by reason of accident or proved illness) worked for the employer the last working day on which work was available to him immediately prior to the holiday.

(2) The said customary holidays shall be :—

(*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 calender year to be fixed by agreement between the employer and the worker or his representative ; or

(*b*) in the case of each of the said days such weekday as may be substituted therefor by agreement between the employer and the worker or his representative, being a day recognised by local custom as a day of holiday.

(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 holidays specified in Part II of this Schedule, an employer shall, between 1st April and 30th September, 1948, and in each succeeding year between 1st April and 30th 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 12 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 12 months as follows :—

(*a*) in the case of workers who are under 16 years of age when they enter the employment of the employer and who are under 17 years of age at the commencement of their first holiday under this Schedule

Period of employment	*Duration of holiday*
At least 24 weeks	6 days
,, 20 ,,	5 ,,
,, 16 ,,	4 ,,
,, 12 ,,	3 ,,
,, 8 ,,	2 ,,
,, 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 allowed under this Schedule, and

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

where the worker's normal working week is one of			
6 days		5 days or less	
Period of employment	Duration of holiday	Period of employment	Duration of holiday
At least 48 weeks	6 days	At least 45 weeks	5 days
,, 40 ,,	5	,, 36 ,,	4 ,,
,, 32 ,,	4 ,,	,, 27 ,,	3 ,,
,, 24 ,,	3 ,,	,, 18 ,,	2 ,,
,, 16 ,,	2 ,,	,, 9 ,,	1 day
,, 8 ,,	1 day		

Provided that—

(i) the number of days of annual holiday to which a worker shall be entitled in any holiday season shall not exceed the period of his normal working week;

(ii) the worker shall not be entitled to be allowed an annual holiday under the provisions of this Schedule during the holiday season ending on 30th September, 1948, if he has been duly allowed an annual holiday by the employer under the provisions of the Ministry's Confirming Order N.I.R. (30), as amended by the Second Schedule to the Rope, Twine and Net Wages Council (Northern Ireland) Wages Regulation Order, 1946 (Order N.I.R. (46)), between 1st April, 1948 and the date on which the provisions of this Schedule become effective.

PARAGRAPH 4.

Annual holidays under this Schedule shall be allowed on consecutive days and days of holiday shall be treated as consecutive notwithstanding that a Sunday or a customary holiday or a holiday in lieu of a customary holiday intervenes.

PARAGRAPH 5.

An employer shall give to a worker at least 21 days' 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) Subject to the provisions of this paragraph, for each day of customary 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 worked for 7½ hours for the employer on his normal work to which statutory minimum remuneration applies.

Provided that payment of the above-mentioned remuneration shall be subject to the conditions (*a*) that the worker has worked the last working day on which work was available to him preceding the holiday and (*b*) that he presents himself for employment at the usual starting time on, and works, the first working day on which work is available to him following the holiday unless excused by the employer or absent by reason of accident or proved illness.

(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) 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.

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, 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 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 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 the application of the provisions of the foregoing table to the case of a piece worker the appropriate statutory minimum remuneration for time work is the appropriate minimum rate that would have been applicable to him if he had been employed as a time worker.

PARAGRAPH 8.

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 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 the 1st day of April, 1947, and thereafter in each successive period of twelve months commencing on the 1st day of April and such holiday remuneration shall accrue in accordance with the provisions of the following tables :—

TABLES OF ACCRUED HOLIDAY REMUNERATION.

(*a*) Where the worker's normal working week is one of 6 days—

Period of employment	Accrued holiday remuneration
After 48 weeks employment calculated in accordance with the provisions of paragraph 11 of this Schedule.	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.

Period of employment	Accrued holiday remuneration
After 40 weeks such employment	Five-sixths of the amount above.
„ 32 „ „ „	Two-thirds of the first amount above.
„ 24 „ „ „	One-half „ „ „ „ „
„ 16 „ „ „	One-third „ „ „ „ „
„ 8 „ „ „	One-sixth „ „ „ „ „

(*b*) Where the worker's normal working week is one of 5 days or less—

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
	5 days	4 days	3 days	
After 45 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 36 weeks such employment	Four-fifths of the amount in Col. 3	The amount in Col. 3	—	
After 27 weeks such employment	Three-fifths of the amount in Col. 3	Three-quarters of the amount in Col. 3	The amount in Col. 3	
After 18 weeks such employment	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 9 weeks such employment	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 the application of the provisions of the foregoing tables to the case of a piece worker the appropriate statutory minimum remuneration for time work is the appropriate minimum rate that would have been applicable to him if he had been employed as 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.

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 22½ 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 one week 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 one week 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 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 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 Rope, Twine and Net Wages Council (Northern Ireland).

" week " in paragraphs 3 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.