(*d*) the branches of trade covered by the Trade Boards (Corset) Order, 1919 (a);
(*e*) the making of rubberised or oilskin garments;
(*f*) the making of women's collars and cuffs and of nurses' stiff washing belts where carried on in association with or in conjunction with the making of men's or boys' shirts or collars;
(*g*) 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;

And excluding also—

Any processes or operations included in the Appendix to the Trade Boards (Shirtmaking) Order, 1920 (b).

CLASSES OF WORKERS FOR WHOM NO STATUTORY MINIMUM REMUNERATION HAS BEEN FIXED

PARAGRAPH 28.

Notwithstanding anything contained in this Schedule, the statutory minimum remuneration aforesaid SHALL NOT APPLY to workers employed as clerks, salesmen, saleswomen, travellers, engineers, mechanics, enginemen, firemen, stokers, carpenters, watchmen, carmen, charwomen, time-keepers and outside messengers.

THE DRESSMAKING AND WOMEN'S LIGHT CLOTHING WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION (No. 2) ORDER, 1953, DATED 21ST APRIL, 1953, 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).

1953. No. 82

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, 1951 (c) dated the 31st day of May, 1951, (hereinafter in this Order referred to as "Order N.I.W.D. (65)");

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 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 30th day of April, 1953. 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. 1919, No. 570. (b) S. R. & O. 1920, No. 711.
(c) S. R. & O. 1951, No. 120.

3.—(1) This Order may be cited as the Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) Wages Regulation (No. 2) Order, 1953. Short title, interpretation and revocation.

(2) The Interpretation Act, 1889, applies to the interpretation of this Order as it applies to the interpretation of an Act of the Parliament of Northern Ireland. 52 & 53 Vict., Ch. 63.

(3) As from the specified date Order N.I.W.D. (65) is hereby revoked.

Sealed with the Official Seal of the Ministry of Labour and National Insurance for Northern Ireland this twenty-first day of April, nineteen hundred and fifty-three in the presence of

(L.S.) *A. E. Goodbody*,
Assistant Secretary to the Ministry of Labour and National Insurance for Northern Ireland.

SCHEDULE

STATUTORY MINIMUM REMUNERATION FOR FEMALE WORKERS EMPLOYED IN THE RETAIL BRANCH OF THE TRADE

GENERAL MINIMUM TIME RATES

	Area A	Area B	Area C
	The respective areas are defined in paragraph 19.		
Paragraph 1. Female Workers of 20 Years of Age and Over who (*a*) have had not less than two years' experience after learnership in the Retail Bespoke Dressmaking Branch of the trade (as defined in paragraph 20 of this Schedule) and (*b*) who are employed as "fully qualified" Bodice, Skirt, Gown or Blouse Hands (as defined in paragraph 16 of this Schedule)	Per hour s. d. 1 9	Per hour s. d. 1 7½	Per hour s. d. 1 6
Paragraph 2. Female Workers (including Out-workers) other than workers of the classes specified in paragraphs 1 and 3 of this Schedule	1 7¾	1 6	1 6
Paragraph 3. Female Learners (as defined in paragraph 17 of this Schedule) :—			
During 1st six months of employment ...	0 10¾	0 8¾	0 8
„ 2nd „ „ „ „	1 0	0 8¾	0 8
„ 2nd year of employment	1 2½	0 11¾	0 10¾
„ 3rd „ „ „	1 5	1 1½	1 0

Late Entrants

Paragraph 4.

A female learner who enters or who has entered the trade for the first time at 18 years of age or over shall be deemed, for the purpose of the minimum rates specified in paragraph 3 of this Schedule and the calculation of the period of learnership, to have completed one year's employment as a learner.

Advances to Learners

PARAGRAPH 5.

The advances to be given to learners shall become due on the completion of each period of six or twelve months' employment in the Retail Bespoke Dressmaking Branch of the trade, as the case may be.

Employment in the Factory Branch

PARAGRAPH 6.

Where a worker has been employed in the Factory Branch of the trade one half of the period of such employment shall be treated, for the purposes of this Schedule, as employment in the Retail Bespoke Branch of the trade.

Completion of Learnership

PARAGRAPH 7.

A female learner shall (subject to the provisions of paragraphs 4 and 6 of this Schedule) cease to be a learner and shall be entitled to the appropriate general minimum time rate applicable to workers other than learners on the completion of three years' employment in the Retail Bespoke Dressmaking Branch of the trade and the attainment of the age of 18 years.

Certificates of Learnership

PARAGRAPH 8.

Application must be made to the Wages Council for a certificate of learnership in respect of every worker whom it is desired to employ at the special lower rates for female learners. Unless such certificate has been obtained or application made therefor, and the other conditions relating to learnership as laid down in this Schedule are complied with, the general minimum time rate payable shall be the appropriate rate for female workers other than learners.

PIECE WORK BASIS TIME RATES

	Area A	Area B	Area C
	The respective areas are defined in paragraph 19.		
PARAGRAPH 9.	Per hour	Per hour	Per hour
FEMALE WORKERS OF 20 YEARS OF AGE AND OVER who	s. d.	s. d.	s. d.
(*a*) have had not less than two years' experience after learnership in the Retail Bespoke Dressmaking Branch of the trade, and			
(*b*) who are employed as "fully qualified" Bodice, Skirt, Gown or Blouse Hands (as defined in paragraph 16 of this Schedule)	1 10	1 8½	1 7
PARAGRAPH 10.			
OTHER FEMALE WORKERS (including Out-workers)	1 8¾	1 7	1 7

Application of Piece Work Basis Time Rates

PARAGRAPH 11.

An employer must pay to workers employed on piece work, piece rates each of which would yield, in the circumstances of the case, to an ordinary worker, at least the same amount of money as the appropriate piece work basis time rate. In determining whether any piece rate satisfies the foregoing condition regard shall be had only to the earnings of workers of ordinary skill and experience in the class of work in question and not to the earnings of workers of less than ordinary skill and experience.

OVERTIME

PARAGRAPH 12.

Overtime rates shall be payable as follows :—

A. FEMALE WORKERS EMPLOYED ON TIME WORK :—

(1) On any day other than Saturday (or another day of the week (other than Sunday) substituted therefor), Sunday or a customary holiday—

For the first two hours worked in excess of 9 hours TIME-AND-A-QUARTER

Thereafter ... ... TIME-AND-A-HALF

(2) On a Saturday (or another day of the week (other than Sunday) substituted therefor), not being a customary holiday—

(*a*) In respect of that class of worker which customarily attends on six days a week—

For all time worked in excess of 4 hours ... TIME-AND-A-HALF

(*b*) In respect of that class of worker which customarily attends on five days a week—

For all time worked ... ... TIME-AND-A-HALF

(3) On a Sunday or a customary holiday—

For all time worked ... ... DOUBLE TIME

(4) In any week—

For all time worked in excess of 44 hours TIME-AND-A-QUARTER except in so far as higher overtime rates may be payable under the provisions of sub-paragraphs A (1), (2) and (3) of this paragraph.

Provided that, where it is the established practice of an employer to require attendance on Saturday in alternate weeks only, the overtime rate shall be payable in the week in which attendance on Saturday is required only after 46 hours have been worked.

(5) Where it is the established practice of an employer to require attendance on Sunday instead of Saturday, the overtime rates as set out in this paragraph shall apply to workers in like manner as if the word "Saturday" were substituted for "Sunday" and the word "Sunday" for "Saturday."

B. FEMALE WORKERS EMPLOYED ON PIECE WORK :—

Female workers employed on piece work shall be entitled to receive in respect of each hour of overtime worked in addition to piece rates each of which would yield, in the circumstances of the case, to an ordinary worker, at least the same amount of money as the appropriate piece work basis time rate applicable

an amount equivalent to ONE-QUARTER, ONE-HALF, or THE WHOLE of the appropriate piece work basis time rate,

according as the overtime rate payable under the provisions of sub-paragraph A of this paragraph, if the worker had been employed on time work, would have been equivalent to time-and-a-quarter, time-and-a-half, or double time, respectively.

PARAGRAPH 13.

Overtime rates shall be payable in respect of all overtime worked on any day, notwithstanding that the total number of hours worked in the week does not exceed 44.

PARAGRAPH 14.

The expression "customary holiday" means—

(*a*) Christmas Day (or, if Christmas Day falls on a Sunday, such other week day 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.

PARAGRAPH 15.

For the purpose of paragraph 12, the expressions time-and-a-quarter, time-and-a-half, and double time mean, respectively, one-and-a-quarter times, one-and-a-half times, and twice the amount of the minimum rate otherwise applicable.

GENERAL

DEFINITIONS

For the purpose of the application of the statutory minimum remuneration set out in this Schedule the following definitions shall apply :—

PARAGRAPH 16.

A "FULLY QUALIFIED" BODICE, SKIRT, GOWN or BLOUSE HAND is a female worker who :—

(*a*) is 20 years of age or over and who has fulfilled the conditions in regard to learnership laid down by the Wages Council, and who has had not less than two years' experience subsequent to learnership in the Retail Bespoke Dressmaking Branch of the trade, and

(*b*) takes Bodices, Skirts, Gowns or Blouses direct from the cutter or fitter in any establishment where a cutter or fitter who does no making up is employed and makes up completely or in part any of the above-mentioned garments without supervision other than the general supervision of the cutter, fitter, or room forewoman, or

(*c*) in any establishment completely makes-up or is responsible for the complete making-up of any of the above-mentioned garments without supervision other than the general supervision of the cutter, fitter, forewoman or employer, and, if a cutter, fitter, or forewoman be not employed, the employer shall be deemed to be the person giving such general supervision.

PARAGRAPH 17.

A FEMALE LEARNER is a worker who :—

(*a*) is employed during the whole or a substantial part of her time in learning any branch or process of the trade by an employer who provides the learner with reasonable facilities for such learning ; and

(*b*) has received a certificate or has been registered in accordance with rules from time to time laid down by the Wages Council or has made application for such certificate or registration which has been duly acknowledged and is still under consideration.

Provided that the certification or registration of a female learner shall become invalid if at any time during learnership the provisions set out in this Schedule relating thereto are not complied with.

Provided also that an employer may employ a female learner on her first employment in the trade without a certificate or registration for a probation period not exceeding four weeks, but in the event of such learner being continued thereafter at her employment the probation period shall be included in her period of learnership.

Provided further that notwithstanding compliance with the conditions contained herein, a person shall not be deemed to be a learner if she works in a room used for dwelling purposes and is not in the employment of her parent or guardian.

PARAGRAPH 18.

An OUT-WORKER is a worker who works in her own home or any other place not under the control or management of the employer.

PARAGRAPH 19.

The minimum remuneration set out under the respective Areas A, B and C shall apply as follows : —

Area A—To workers employed within the areas of the County of the Cities of Belfast and Londonderry.

Area B—To workers employed in areas with a population of 2,000 or over (as returned at the last census) administered by Borough or Urban District Councils, excluding the County of the Cities of Belfast and Londonderry.

Area C—To workers employed in all areas other than A and B.

PARAGRAPH 20.

The "RETAIL BESPOKE DRESSMAKING BRANCH OF THE TRADE" is that branch of the trade in which the employer supplies the garment direct to the individual wearer and employs the worker direct.

PARAGRAPH 21.

The "FACTORY BRANCH OF THE TRADE" is any branch of the trade other than the Retail Bespoke Dressmaking Branch.

EMPLOYMENT OF JUVENILE WORKERS ON PIECE WORK

PARAGRAPH 22.

An employer shall, in any case where a learner or other juvenile worker is employed on piece work during the first six months of her employment in the trade, be deemed to pay wages at less than the minimum rate unless he shows that such worker has received in respect of her employment on piece work in each week during that period, at least the same amount of money as such worker would have been entitled to receive if employed on time work.

An employer shall, in any case where any such worker is so employed at any time subsequent to the first six months of her employment in the trade, be deemed to pay wages at less than the minimum rate unless he shows that such worker has, in respect of her employment on piece work, been paid at piece rates which would yield, in the circumstances of the case, to an ordinary worker (not being a juvenile worker) at least the same amount of money as the appropriate piece work basis time rate.

WAITING TIME

PARAGRAPH 23.

(1) A worker shall be entitled to payment of statutory minimum remuneration as aforesaid during all the time during which she is present on the premises of her employer unless she is so present either without her employer's consent, express or implied, or for some purpose unconnected with her work and other than that of waiting for work to be given to her to perform.

(2) A piece worker shall during any time during which she is present as aforesaid and is not doing piece work be entitled to payment of the general minimum time rate applicable to the workers of the class to which she belongs.

Provisions (1) and (2) do not apply when—

(*a*) a worker is present on her employer's premises by reason only of the fact that she is resident thereon, or

(*b*) a worker is present on her employer's premises during normal meal times in a room or place in which no work is being done and is not waiting for work to be given to her to perform.

APPLICABILITY OF STATUTORY MINIMUM REMUNERATION

PARAGRAPH 24.

The statutory minimum remuneration aforesaid shall apply, subject to the provisions of the Wages Councils Act (Northern Ireland), 1945, to workers in relation to whom the Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) operates, that is to say, workers employed in Northern Ireland in the trade specified in the Trade Boards (Dressmaking and Women's Light Clothing Trade, Northern Ireland) (Constitution, Proceedings and Meetings) Regulations, 1925 (a), dated 20th May, 1925, namely :—

Those branches of the Women's Clothing Trade that are engaged in the making of Non-Tailored Garments, namely, the making from textile or knitted fabrics of (*a*) non-tailored wearing apparel (other than handkerchiefs) worn by women or girls or by children without distinction of sex, or (*b*) boys' readymade washing suits or sailor suits, where carried out in association with or in conjunction with the making of garments to be worn by women or girls or by children without distinction of sex :

INCLUDING—

(1) All operations or processes of cutting, making or finishing by hand or machine of dresses, non-tailored skirts, wraps, blouses, blouse-robes, jumpers, sports coats, neckwear, tea-gowns, dressing-gowns, dressing-jackets, pyjamas, underclothing, underskirts, aprons, overalls, nurses' and servants' caps, juvenile clothing, baby-linen or similar non-tailored articles ;

(2) the making of field bonnets, sun-bonnets, boudoir caps or infants' millinery where carried on in association with or in conjunction with the making of any of the articles mentioned in paragraph (1) above ;

(3) (*a*) the altering, repairing, renovating or re-making of any of the above-mentioned articles ; (*b*) the cleaning of any of the above-mentioned articles, where carried on in association with or in conjunction with the altering, repairing, renovating or remaking of such garments ;

(a) S. R. & O. 1925, No. 60.

(4) all processes of embroidery or decorative needlework where carried on in association with or in conjunction with the making, altering, repairing, renovating or re-making of such articles, other than hand embroidery or handdrawn thread-work on articles made of linen or cotton, or of mixed linen and cotton;

(5) the following processes if done by machine : thread-drawing, thread-clipping, top-sewing, scalloping, nickelling and paring ;

(6) laundering, smoothing, folding, ornamenting, boxing, packing, warehousing or other operations incidental to or appertaining to the making, altering, repairing, renovating or re-making of any of the above-mentioned articles ;

BUT EXCLUDING—

(*a*) the making of knitted articles, the making of underclothing, socks and stockings from knitted fabrics, and the making from knitted fabrics of articles mentioned in paragraphs (1) and (2) above, where carried on in association with or in conjunction with the manufacture of the knitted fabrics ;

(*b*) the making of gloves, spats, gaiters, boots, shoes and slippers ;

(*c*) the making of headgear, other than the articles mentioned in paragraph (2) above;

(*d*) the branches of trade covered by the Trade Boards (Corset) Order, 1919 (a) ;

(*e*) the making of rubberised or oilskin garments ;

(*f*) the making of women's collars and cuffs and of nurses' stiff washing belts where carried on in association with or in conjunction with the making of men's or boys' shirts or collars ;

(*g*) 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 ;

AND EXCLUDING ALSO—

Any processes or operations included in the Appendix to the Trade Boards (Shirtmaking) Order, 1920 (b).

CLASSES OF WORKERS FOR WHOM NO STATUTORY MINIMUM REMUNERATION HAS BEEN FIXED

PARAGRAPH 25.

Notwithstanding anything contained in this Schedule, the statutory minimum remuneration aforesaid SHALL NOT APPLY to workers employed as clerks, saleswomen, travellers, charwomen, time-keepers and outside messengers.

General Waste Materials Reclamation

THE GENERAL WASTE MATERIALS RECLAMATION WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION (HOLIDAYS) ORDER, 1953, DATED 18TH MARCH, 1953, 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).

1953. No. 68

WHEREAS the Ministry of Labour and National Insurance (hereinafter referred to as " the Ministry ") has received from the General Waste Materials Reclamation 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 and holiday remuneration fixed for these workers by the General Waste Materials Reclamation Wages Council (Northern Ireland) Wages

(a) S. R. & O. 1919, No. 570. (b) S. R. & O. 1920, No. 711.

Regulation (Holidays) Order, 1952 (a) dated the 20th day of February, 1952 (hereinafter in this Order referred to as " Order N.I.W.R. (43) ") ;

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 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 28th day of March, 1953. 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.

Short title, interpretation and revocation.

3.—(1) This Order may be cited as the General Waste Materials Reclamation Wages Council (Northern Ireland) Wages Regulation (Holidays) Order, 1953.

52 & 53 Vict., Ch. 63.

(2) The Interpretation Act, 1889, applies to the interpretation of this Order as it applies to the interpretation of an Act of the Parliament of Northern Ireland.

(3) As from the specified date Order N.I.W.R. (43) is hereby revoked.

Sealed with the Official Seal of the Ministry of Labour and National Insurance for Northern Ireland this eighteenth day of March, nineteen hundred and fifty-three in the presence of

(L.S.)

A. E. Goodbody,
Assistant Secretary to the Ministry of Labour and National Insurance for Northern Ireland.

SCHEDULE

HOLIDAYS AND HOLIDAY REMUNERATION

PART I

APPLICATION

PARAGRAPH 1.

This Schedule applies to every worker for whom statutory minimum remuneration has been fixed.

PART II

CUSTOMARY HOLIDAYS

PARAGRAPH 2.

(1) An employer shall allow to every worker to whom this Schedule applies a holiday (hereinafter in this Schedule referred to as a " customary holiday ") in each year on the days specified in the following sub-paragraph provided

(a) S. R. & O. 1952, No. 28.

that the worker has been in his employment for a period of not less than four 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 mutually agreed between the employer and the worker or his representative ;

or (*b*) in the case of each of the said days (other than a day mutually agreed between the employer and the worker or his representative as aforesaid) a day substituted by the employer therefor, 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 customary holiday on which he so works, the worker shall be entitled to be allowed a day's holiday (hereinafter in this Schedule 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.

(1) In addition to the customary holidays specified in Part II of this Schedule, an employer shall, between the 1st day of May and the 30th day of September, *1953*, and in each succeeding year, between the 1st day of May and the 30th day of September (hereinafter in this Schedule referred to as " the holiday season "), allow a holiday (hereinafter in this Schedule 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 one of the periods of employment (calculated in accordance with the provisions of paragraph 10 of this Schedule) set out in the table below, and the duration of the annual holiday shall in the case of each such worker be related to his period of employment during that twelve months as follows :—

Where the worker's normal working week is one of 6 days		*Where the worker's normal working week is one of 5 days or less.*	
Period of employment.	*Duration of holiday.*	*Period of employment.*	*Duration of holiday.*
At least 48 weeks	*12 days*	*At least 48 weeks*	*10 days*
,, *44* ,,	*11* ,,	,, *43* ,,	*9* ,,
,, *40* ,,	*10* ,,	,, *38* ,,	*8* ,,
,, *36* ,,	*9* ,,	,, *33* ,,	*7* ,,
,, *32* ,,	*8* ,,	,, *28* ,,	*6* ,,
,, *28* ,,	*7* ,,	,, *24* ,,	*5* ,,
,, *24* ,,	*6* ,,	,, *19* ,,	*4* ,,
,, *20* ,,	*5* ,,	,, *14* ,,	*3* ,,
,, *16* ,,	*4* ,,	,, *9* ,,	*2* ,,
,, *12* ,,	*3* ,,	,, *4* ,,	*1 day*
,, *8* ,,	*2* ,,		
,, *4* ,,	*1 day*		

(2) Notwithstanding the provisions of the last foregoing sub-paragraph the number of days of annual holiday to which a worker shall be entitled in any holiday season shall not exceed in the aggregate *twice* the number of days constituting the worker's normal working week.

PARAGRAPH 4.

(1) Subject to the provisions of this paragraph, 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, and days of annual holiday 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.

Provided that, where the number of days of annual holiday for which a worker has qualified exceeds the number of days constituting his normal working week, 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.

(2) 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 annual holiday allowed under this Schedule.

PARAGRAPH 5.

An employer shall give to a worker reasonable notice of the commencing date *or dates* and of the duration of the period *or periods* 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 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 been not a day of customary 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 working day immediately preceding the customary holiday and on the first working day following the customary 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 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 on the pay day on which the wages for the week including *the first working day following* 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 the proviso to sub-paragraph (1) of this paragraph shall not apply.

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 annual 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	
12 *days*	*Twice the amount in Col.* 3	—	—	—	The amount which the worker would be entitled to receive from his employer at the date of the holiday *or the first period of the holiday as the case may require,* 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.
11 *days*	*One and five-sixths times the amount in Col.* 3	—	—	—	
10 *days*	*One and two-thirds times the amount in Col.* 3	*Twice the amount in Col.* 3	—	—	
9 *days*	*One and one-half times the amount in Col.* 3	*One and four-fifths times the amount in Col.* 3	—	—	
8 *days*	*One and one-third times the amount in Col.* 3	*One and three-fifths times the amount in Col.* 3	*Twice the amount in Col.* 3	—	
7 *days*	*One and one-sixth times the amount in Col.* 3	*One and two-fifths times the amount in Col.* 3	*One and three-quarters times the amount in Col.* 3	—	
6 days	The amount in Col. 3	*One and one-fifth times the amount in Col.* 3	*One and one-half times the amount in Col.* 3	*Twice the amount in Col.* 3	
5 days	Five-sixths of the amount in Col. 3	The amount in Col. 3	*One and one-quarter times the amount in Col.* 3	*One and two-thirds times 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	*One and one-third times 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.

(3) *Where under the provisions of paragraph 4 of this Schedule an annual holiday is allowed in two periods, the holiday remuneraition shall be apportioned accordingly.*

PARAGRAPH 8.

Where any accrued holiday remuneration has been paid by the employer to the worker in accordance with paragraph 9 of this Schedule or in accordance with the provisions of Order N.I.W.R. (43) 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 Order N.I.W.R. (43).

ACCRUED HOLIDAY REMUNERATION PAYABLE ON TERMINATION OF EMPLOYMENT

PARAGRAPH 9.

Where 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 (hereinafter in this Schedule referred to as " the termination date "), pay to the worker as accrued holiday remuneration :—

(1) in respect of any period of employment occurring in the twelve months up to the 30th day of April immediately preceding the termination date, an amount equal to the holiday remuneration to which the worker would have been entitled under the provisions of paragraph 7 of this Schedule if he had been allowed an annual holiday in respect of that period of employment at the termination date, less any holiday remuneration already paid for any day or days of annual holiday allowed after the 30th day of April aforesaid in respect of that period of employment and,

(2) in respect of any period of employment since the 30th day of April immediately preceding the termination date, an amount equal to the holiday remuneration to which the worker would have been entitled under the provisions of paragraph 7 of this Schedule if by virtue of such period of employment he could have been allowed an annual holiday at the termination date, less any accrued holiday remuneration already paid by the employer to the worker in respect of that period of employment.

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-four hours and has performed some work to which statutory minimum remuneration applies ; or

(ii) he has been absent throughout the week by reason of the proved illness of or accident to the worker, *or for a like reason has worked for the employer for less than twenty-four hours* provided that the number of weeks which may be treated as weeks of employment for such reason shall not exceed six 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 provided that the number of weeks which may be treated as weeks of employment for such reason shall not exceed four 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 or of Order N.I.W.R. (43) 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 for the employer on that day of the week on work for which statutory minimum remuneration is payable.

Paragraph 11.

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 paragraph 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) fixed by a wages regulation order made by the Ministry to give effect to proposals submitted to it by the Wages Council.

" week " means " pay week."