EXPLANATORY NOTE

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

This Order, which has effect from the 8th December, 1952, amends the Brush and Broom Wages Council (Great Britain) Wages Regulation Order, 1949, (Order M. (67)), as amended by the Brush and Broom Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1952, (Order M. (71)), by increasing the statutory minimum remuneration fixed by that Order. Order M. (71) is revoked.

New provisions in the Schedule are printed in italics.

1952 No. 2288

The Brush and Broom Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1952

Made - - - - 30*th December*, 1952
Coming into Operation 19*th January*, 1953

Whereas the Minister of Labour and National Service (hereinafter in this Order referred to as " the Minister ") has received from the Brush and Broom Wages Council (Great Britain) the wages regulation proposals set out in the Schedule hereto ;

Now, therefore, the Minister, by virtue of the powers conferred on him by section 10 of the Wages Councils Act, 1945(**a**), and of all other powers in that behalf, hereby makes the following Order:—

1. This Order may be cited as the Brush and Broom Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1952.

2.—(1) In this Order the expression " the specified date " means the 19th day of January, 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.

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

3. The wages regulation proposals set out in the Schedule hereto shall have effect as from the specified date and as from that date the Brush and Broom Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1947(**c**), shall cease to have effect.

Signed by order of the Minister of Labour and National Service this 30th day of December, 1952.

Godfrey H. Ince,
Secretary,
Ministry of Labour and National Service.

(**a**) 8 & 9 Geo. 6. c. 17. (**b**) 52 & 53 Vict. c. 63. (**c**) S.R. & O. 1947/2311; 1947 I, p. 2344.

SCHEDULE

The following provisions as to holidays and holiday remuneration shall be substituted for the provisions as to holidays and holiday remuneration fixed by the Brush and Broom Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1947 (Order M. (65)).

PART I

APPLICATION

Paragraph 1

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

PART II

CUSTOMARY HOLIDAYS

Paragraph 2

(1) An employer shall allow to every worker in his employment 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 that the worker was in his employment for a period of not less than two weeks immediately preceding the customary holiday and (unless excused by the employer or absent by reason of the proved illness of the worker) worked for the employer throughout the last working day on which work was available to him immediately preceding the customary holiday.

(2) The said customary holidays are:—

(*a*) (i) In England and Wales—

Christmas Day (or, if Christmas Day falls on a Sunday, such week day as may be appointed by national proclamation, or, if none is so appointed, the next following Tuesday), Boxing Day, Good Friday, Easter Monday, Whit Monday and August Bank Holiday;

(ii) In Scotland—

New Year's Day (or, if New Year's Day falls on a Sunday, the following Monday);

the local Spring holiday;

the local Autumn holiday; and

three other days (being days on which the worker normally works) in the course of a calendar year, to be fixed by agreement between the employer and the worker;

or (*b*) In the case of each of the said days (other than a day in Scotland fixed by agreement between the employer and the worker) a day substituted therefor by agreement between the employer and the worker, 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 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 employer shall allow to the worker a day's holiday (hereinafter in this Schedule referred to as a " holiday in lieu of a customary holiday ") on a week day *on which he would normally work for the employer* within the period of two months next ensuing.

(4) A worker who is so 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) Subject to the provisions of paragraph 4 of this Schedule, in addition to the holidays specified in Part II of this Schedule an employer shall, between the 1st day of June and the 30th day of September, 1953, and in each succeeding year between the 1st day of June 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 has been employed by him during the twelve months immediately preceding the commencement of the holiday season for any 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:—

Period of employment	*Duration of annual holiday for workers with a normal working week of:—*			
	6 days	*5 days*	*4 days*	*3 days*
At least 48 weeks	*12 days*	*10 days*	*8 days*	*6 days*
,, ,, *44* ,, ...	*11* ,,	*9* ,,	*7* ,,	*5* ,,
,, ,, *40* ,, ...	*10* ,,	*8* ,,	*6* ,,	*5* ,,
,, ,, *36* ,, ...	*9* ,,	*7* ,,	*6* ,,	*4* ,,
,, ,, *32* ,, ...	*8* ,,	*6* ,,	*5* ,,	*4* ,,
,, ,, *28* ,, ...	*7* ,,	*5* ,,	*4* ,,	*3* ,,
,, ,, *24* ,, ...	*6* ,,	*5* ,,	*4* ,,	*3* ,,
,, ,, *20* ,, ...	*5* ,,	*4* ,,	*3* ,,	*2* ,,
,, ,, *16* ,, ...	*4* ,,	*3* ,,	*2* ,,	*2* ,,
,, ,, *12* ,, ...	*3* ,,	*2* ,,	*2* ,,	*1 day*
,, ,, *8* ,, ...	*2* ,,	*1 day*	*1 day*	*1* ,,

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.

(2) *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, by agreement in writing made between the employer and the worker, 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.*

(3) For the purposes of this paragraph, 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.

(4) *Subject to the provisions of sub-paragraph (5) of this paragraph, where a day of holiday allowed to a worker under Part II of this Schedule immediately precedes a period of annual holiday or occurs during such a period and the total number of days of annual holiday required to be allowed in the period under the foregoing provisions of this paragraph, together with any such day of holiday allowed under Part II of this Schedule, exceeds the number of days constituting the worker's normal working week then, notwithstanding the foregoing provisions of this paragraph, the duration of that period of annual holiday may be reduced by one day and in such a case one day of annual holiday may be allowed on any working day in the holiday season.*

(5) Any day of annual holiday under this Schedule may be allowed on a day on which the worker is entitled to a day of holiday or to a half-holiday under any enactment other than the Wages Councils Act, 1945, *except that a day of annual holiday allowed under sub-paragraph* (4) *of this paragraph shall not be allowed on the worker's weekly short day.*

Paragraph 5

An employer shall give to a worker notice of the commencing date *or dates* and duration of the period *or periods* of his annual holiday. Such notice shall be given at least 28 days before the first day of the annual holiday *or, where under the provisions of paragraph 4 of this Schedule an annual holiday is allowed in more than one period, before each separate period,* and may be given individually to the worker or by the posting of a notice in the place where the worker is employed.

Part IV

HOLIDAY REMUNERATION

A.—CUSTOMARY HOLIDAYS AND HOLIDAYS IN LIEU OF CUSTOMARY HOLIDAYS

Paragraph 6

(1) Subject to the provisions of this paragraph, for each day of holiday to which a worker is entitled under Part II of this Schedule he shall be paid by the employer holiday remuneration equal to the amount to which he would have been entitled, calculated at the appropriate rate of statutory minimum remuneration, if the day had not been a day of holiday and he had worked on that day on work for which statutory minimum remuneration is payable for the time usually worked by him on that day of the week:

Provided 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 the proved illness of the worker) 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 *not later than the pay day on which the wages for the pay week including the first working day following the customary holiday are paid.*

(3) The holiday remuneration in respect of any holiday in lieu of a customary holiday shall be paid *not later than the pay day on which the wages for the pay week including the first working day following the holiday in lieu of a customary holiday are paid:* Provided that the said payment shall be made immediately upon the termination of the worker's employment in the case where he ceases to be employed before being allowed a holiday in lieu of a customary holiday to which he is entitled, and in that case the proviso contained in sub-paragraph (1) of this paragraph shall not apply.

B.—ANNUAL HOLIDAYS

Paragraph 7

(1) Subject to the provisions of paragraph 8 of this Schedule, a worker qualified to be allowed an annual holiday under this Schedule shall be paid by his employer, *not later than* the last pay day preceding such holiday, *one day's holiday pay (as defined in paragraph 11 of this Schedule) in respect of each day thereof.*

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

Paragraph 8

Where any accrued holiday remuneration has been paid by the employer to the worker (in accordance with the provisions of paragraph 9 of this Schedule or under Order M. (65)) 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.*

ACCRUED HOLIDAY REMUNERATION PAYABLE ON TERMINATION OF EMPLOYMENT

Paragraph 9

Where a worker ceases to be employed by an employer after the provisions of this Schedule become effective, the employer shall, immediately on the termination of the employment, pay to the worker as accrued holiday remuneration:—

(1) *in respect of employment in the twelve months up to the 31st day of the preceding May, a sum equal to the holiday remuneration for any days of annual holiday for which he has qualified, except days of annual holiday which he has been allowed or has become entitled to be allowed before leaving the employment; and*

(2) *in respect of any employment since the 31st day of the preceding May, a sum equal to the holiday remuneration which would have been payable to him if he could have been allowed an annual holiday in respect of that employment at the time of leaving it.*

PART V

GENERAL

Paragraph 10

For the purposes of calculating any period of employment qualifying a worker for an annual holiday or for any accrued holiday remuneration under this Schedule, the worker shall be treated—

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

(*a*) he has worked for the employer on not less than three days and has performed some work for which statutory minimum remuneration is payable;

(*b*) he has been absent throughout the week *or he has worked for the employer on less than 3 days*, by reason, *in either case*, of the proved illness of, or accident to, the worker: Provided that the number of weeks which may be treated as weeks of employment for such reasons shall not exceed four in the aggregate in the period of twelve months immediately preceding the commencement of the holiday season; and

(2) as if he were employed on any day of holiday allowed under the provisions of this Schedule *or of Order M. (65)*, and for the purpose of the provisions of sub-paragraph (1) of this paragraph, a worker who is absent on such a holiday shall be treated as having worked thereon for the employer on work for which statutory minimum remuneration is payable.

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:—

" APPROPRIATE RATE OF STATUTORY MINIMUM REMUNERATION " means, where the worker is usually employed as:—

(1) a time worker	the general minimum time rate applicable to the worker.
(2) 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.
(3) a piece worker and is not a worker specified in (2) of this definition	a time rate equal to the basis rate.

For the purpose of this definition—

(*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 or holiday in lieu 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 for " all other workers " which would apply to the worker if no other general minimum time rate applied.

" 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.

" *ONE DAY'S HOLIDAY PAY* " *means the appropriate proportion of the remuneration which the worker would be entitled to receive from his employer at the date of the annual holiday (or, where the holiday is taken in more than one period, at the date of the first period) or at the termination date, as the case may be, for one week's work if working his normal working week and the number of daily hours normally worked by him (exclusive of overtime), and if paid at the appropriate rate of statutory minimum remuneration for work for which statutory minimum remuneration is payable and at the same rate for any work for the same employer for which such remuneration is not payable, and in this definition* " *appropriate proportion* " *means—*

where the worker's normal working week is six days—one sixth.
where the worker's normal working week is five days—one fifth.
where the worker's normal working week is four days—one quarter.
where the worker's normal working week is three days—one third.

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

" STATUTORY MINIMUM REMUNERATION " means statutory minimum remuneration (other than holiday remuneration) fixed by a wages regulation order made by the Minister to give effect to proposals submitted to him by the Brush and Broom Wages Council (Great Britain).

" WEEK " means " pay week ".

Paragraph 12

The provisions of this Schedule are without prejudice to any agreement for the allowance of any further holidays with pay or for the payment of additional holiday remuneration.

EXPLANATORY NOTE

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

This Order, which has effect from the 19th January, 1953, sets out the holidays which an employer is required to allow to workers and the remuneration payable to such workers for those holidays, in substitution for the holidays and holiday remuneration fixed by the Brush and Broom Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1947 (Order M. (65)), which is revoked.

New provisions in the Schedule are printed in italics.

1952 No. 207

The Button Manufacturing Wages Council (Great Britain) Wages Regulation Order, 1952

Made - - - - 4*th February*, 1952
Coming into Operation 22*nd February*, 1952

Whereas the Minister of Labour and National Service (hereinafter in this Order referred to as "the Minister") has received from the Button Manufacturing Wages Council (Great Britain) (hereinafter in this Order referred as "the Wages Council") the wages regulation proposals set out in the Schedule hereto, being proposals for fixing the remuneration to be paid by their employers to workers in relation to whom the Wages Council operates in substitution for the remuneration fixed for those workers by the Button Manufacturing Wages Council (Great Britain) Wages Regulation Order, 1948(a) (hereinafter in this Order referred to as "Order V. (43)"), as amended by the Button Manufacturing Wages Council (Great Britain) Wages Regulation Order, 1950(b) (hereinafter in this Order referred to as "Order V. (45)");

Now, therefore, the Minister, by virtue of the powers conferred on him by section 10 of the Wages Councils Act, 1945(c), and of all other powers in that behalf, hereby makes the following Order:—

Short title and interpretation

1.—(1) This Order may be cited as the Button Manufacturing Wages Council (Great Britain) Wages Regulation Order, 1952.

(2) In this Order the expression "the specified date" means the 22nd day of February, 1952, 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.

(3) The Interpretation Act, 1889(d), applies to the interpretation of this Order as it applies to the interpretation of an Act of Parliament.

Fixing of statutory minimum remuneration and revocation of Order V. (43) *and Order V.* (45)

2.—(1) Effect is hereby given to the said wages regulation proposals set out in the Schedule hereto.

(a) S.I. 1948/1318; 1948 I, p. 4456.
(b) S.I. 1950/1668; 1950 II, p. 1310.
(c) 8 & 9 Geo. 6. c. 17.
(d) 52 & 53 Vict. c. 63.