

1980 No. 38

WAGES COUNCILS

Readymade and Wholesale Bespoke Tailoring Wages Regulation (Holidays) Order (Northern Ireland) 1980

Made 24th January 1980

Coming into operation 5th February 1980

The Department of Manpower Services, in exercise of the powers conferred on it by Section 10 of the Wages Councils Act (Northern Ireland) 1945(a), and now vested in it(b), hereby makes the following Order to give effect to wages regulation proposals received from the Readymade and Wholesale Bespoke Tailoring Wages Council (Northern Ireland).

Citation

1. This Order may be cited as the Readymade and Wholesale Bespoke Tailoring Wages Regulation (Holidays) Order (Northern Ireland) 1980.

Commencement

2. The wages regulation proposals set out in the Schedule shall come into operation on the specified date and on the day immediately preceding that date the Readymade and Wholesale Bespoke Tailoring Wages Regulation (Holidays) Order (Northern Ireland) 1974(c) and the Readymade and Wholesale Bespoke Tailoring Wages Regulation (Holidays) (Amendment) Order (Northern Ireland) 1978(d) shall cease to have effect.

Interpretation

3. In this Order the expression "the specified date" means 5th February 1980, 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.

Sealed with the Official Seal of the Department of Manpower Services on 24th January 1980.

(L.S.)

R. O. Surgenor

Assistant Secretary

(a) 1945 c. 21 (N.I.).

(b) 1946 c. 11 (N.I.); S.R. & O. (N.I.) 1964 No. 205 (p. 937) and S.R. & O. (N.I.) 1973 No. 504 Art. 6(1) and Sch. 3 (II, p. 2992)

(c) S.R. 1974 No. 20 (I, p. 66)

(d) S.R. 1978 No. 274 (II, p. 943)

SCHEDULE

Holidays and Holiday Remuneration

The following holidays and holiday remuneration shall be substituted for the holidays and holiday remuneration fixed by the Readymade and Wholesale Bespoke Tailoring Wages Regulation (Holidays) Order (Northern Ireland) 1974 (Order N.I.T.R.W. (76)).

PART I

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 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 six 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 four 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.
- (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 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 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.

PART III

ANNUAL HOLIDAYS

Paragraph 3.

- (1) Subject to the provisions of paragraph 4, in addition to the holidays specified in Part II of this Schedule, an employer shall between 6th April 1980 and 30th September 1981, and in each succeeding year *between 6th April and 30th September*, allow a holiday (hereinafter 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 12 months immediately preceding the commencement of the holiday season for any of the periods of employment specified below, and the duration of the annual holiday shall in the case of each such worker be related to that period as follows—

Period of employment	Duration of annual holiday in period commencing 6th April 1980 and in each succeeding period
At least 48 weeks	18 days
At least 46 weeks	17 days
At least 44 weeks	16 days
At least 42 weeks	15 days
At least 40 weeks	14 days
At least 38 weeks	13 days
At least 36 weeks	12 days
At least 33 weeks	11 days
At least 30 weeks	10 days
At least 27 weeks	9 days
At least 24 weeks	8 days
At least 21 weeks	7 days
At least 18 weeks	6 days
At least 15 weeks	5 days
At least 12 weeks	4 days
At least 9 weeks	3 days
At least 6 weeks	2 days
At least 3 weeks	1 day

- (2) Notwithstanding the provisions of (1) the number of days of annual holidays to which a worker shall be entitled in any holiday season shall not exceed in the aggregate *3 times* the number of days constituting the worker's normal working week, plus *three* days.

Paragraph 4.

Annual holidays shall be allowed on consecutive working days, being days on which the worker is normally required to work, and days of annual holiday shall be treated as consecutive notwithstanding that a customary holiday on which the worker is not required to work or a holiday in lieu of a customary holiday 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, but does not exceed twice that number, the annual holiday may be allowed in two periods of consecutive working days if one of the periods consists of a number of such days not less than the number of days constituting the worker's normal working week;

Provided also that, where the number of days of annual holiday for which a worker has qualified exceeds twice the number of days constituting his normal working week the annual holiday may be allowed as follows:—

- (1) as to two periods of consecutive working days (each such period being not less than the number of days constituting the worker's normal working week) during the holiday season; and
- (2) as to any additional days, on working days which need not be consecutive, to be fixed by the employer, either during the holiday season or within the period ending on 8th January immediately following the holiday season.

Paragraph 5.

An employer shall give to a worker reasonable notice of the commencing date or dates and of the duration 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 (including a customary holiday falling on a Saturday) to which a worker is entitled under Part II he shall be paid by the employer as holiday remuneration whichever of the following amounts is the greatest:—

(a) *the total remuneration (including holiday remuneration) paid to the worker by the employer during the first ten pay weeks in the relevant calendar year (as defined in paragraph 12) divided by the number of days on which the worker would normally have worked during that period.*

Provided that the number of days on which the worker would normally have worked shall, for the purpose of this calculation, be reduced by the number of days on which the worker was absent due to lay-off, accident or illness substantiated as such by a medical practitioner.

Provided also that no such reduction shall be made for days of absence due to industrial dispute or to illness unsubstantiated as such by a medical practitioner.

- or (b) one-fifth of the average weekly earnings of the worker during the twelve months ended on 5th April immediately preceding the customary holiday, such average weekly earnings to be determined by dividing the total remuneration (including holiday remuneration) paid to him by the employer during the said period by the number of weeks of employment with the employer during that period;
- or (c) 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 customary holiday and he had 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.
- (2) Notwithstanding the provisions of sub-paragraph (1) payment of the said holiday remuneration shall be subject to the condition that the worker 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 or, if he fails to do so, such failure is by reason of illness of the worker *substantiated as such by a medical practitioner*, or with the consent of the employer.
- (3) Where a worker normally works in the week on every weekday except Saturday, he shall be paid a sum equivalent to the holiday remuneration in respect of any Saturday on which he would have been entitled to a customary holiday under Part II if it had been a day on which he normally worked.
- (4) 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 which includes the customary holiday are paid.
- (5) 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 which includes 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 and in that case the conditions specified in sub-paragraph (2) shall not apply.

B—ANNUAL HOLIDAYS

Paragraph 7.

(1) Subject to the provisions of paragraph 8, a worker qualified 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, as holiday remuneration whichever of the following amounts is the greatest:—

(a) *the total remuneration (including holiday remuneration) paid to the worker by the employer during the first ten pay weeks in the relevant calendar year (as defined in paragraph 12) divided by the number of days on which the worker would normally have worked during that period.*

For the purpose of any calculation under this paragraph 7(1)(a), the provisions of paragraph 6(1)(a) shall also apply.

or (b) *in respect of the annual holiday to be allowed in the holiday season 1980 and in each succeeding holiday season an amount equal to eighteen two-hundred-and-sixtieths of the total remuneration (including holiday remuneration) paid by the employer to the worker in the 12 months ended on 5th April immediately preceding the annual holiday;*

or (c) one day's holiday pay (as defined in paragraph 12) in respect of each day of annual holiday.

(2) Where under the provisions of paragraph 4 an annual holiday is allowed in two separate periods, the holiday remuneration shall be apportioned accordingly.

Paragraph 8.

Where, in accordance with paragraph 9 any accrued holiday remuneration has been paid by the employer to the worker in respect of employment during any of the periods referred to in that paragraph, 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 periods 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.

(1) If a worker ceases to be employed by an employer after the provisions of this Schedule become operative, the employer shall, immediately on the termination of the employment, pay to the worker accrued holiday remuneration in accordance with the provision of this paragraph.

Provided that where a worker ceases to be employed after being allowed a part of the annual holiday for which he has qualified by reason of his employment during any of the periods of twelve months referred to in the next following sub-paragraph, but before being allowed the rest of the annual holiday for which he has so qualified, the accrued holiday remuneration payable to him in respect of his employment during the said period of twelve months shall be reduced by the amount of holiday remuneration received by him in respect of the part of the annual holiday he has been allowed.

(2) Holiday remuneration shall accrue to a worker during the period of twelve months commencing on 6th April, 1980, and thereafter in each successive period of twelve months commencing on 6th April and such holiday remuneration shall accrue in accordance with the provisions of the following table:—

TABLE OF ACCRUED HOLIDAY REMUNERATION

12 months commencing on 6th April, 1980:—

Period of employment calculated in accordance with paragraph 10	Accrued holiday remuneration	
Col. 1	Col. 2	Col. 3
At least 48 weeks At least 46 weeks At least 44 weeks At least 42 weeks At least 40 weeks At least 38 weeks At least 36 weeks At least 33 weeks At least 30 weeks At least 27 weeks At least 24 weeks At least 21 weeks At least 18 weeks At least 15 weeks At least 12 weeks At least 9 weeks At least 6 weeks At least 3 weeks	<i>Three and three-fifth times the amount in Col. 3</i> <i>Three and two-fifth times the amount in Col. 3</i> <i>Three and one-fifth times the amount in Col. 3</i> <i>Three times the amount in Col. 3</i> <i>Two and four-fifth times the amount in Col. 3</i> <i>Two and three-fifth times the amount in Col. 3</i> <i>Two and two-fifth times the amount in Col. 3</i> <i>Two and one-fifth times the amount in Col. 3</i> <i>Twice the amount in Col. 3</i> <i>One and four-fifth times the amount in Col. 3</i> <i>One and three-fifth times the amount in Col. 3</i> <i>One and two-fifth times the amount in Col. 3</i> <i>One and one-fifth times the amount in Col. 3</i> <i>The amount in Col. 3</i> <i>Four-fifths of the amount in Col. 3</i> <i>Three-fifths of the amount in Col. 3</i> <i>Two-fifths of the amount in Col. 3</i> <i>One-fifth of the amount in Col. 3</i>	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 as a time worker at the appropriate statutory minimum remuneration for time worked 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.

- (3) Any accrued holiday remuneration payable under the provisions of this paragraph shall be reduced by the amount of any accrued holiday remuneration already paid by the employer to the worker in pursuance of this Order in respect of the same period of employment or part thereof.

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 *sixteen* hours and has performed some work for which statutory minimum remuneration is payable; or
 - (ii) He has been absent throughout the week by reason of illness *substantiated as such by a medical practitioner* or accident to the worker but not exceeding four weeks in the aggregate in the period of twelve months immediately preceding the commencement of the holiday season; or
 - (iii) he has been suspended throughout the week owing to shortage of work but not exceeding six weeks in the aggregate in the period of twelve months last mentioned; or

- (b) as if he were employed on any day of holiday allowed under the provisions of this Schedule, and for the purposes of the provisions of sub-paragraph (a), 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 11.

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 12.

In this Schedule 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 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 minimum remuneration (other than holiday remuneration) fixed by a wages regulation order made by the Department to give effect to proposals submitted to it by the Readymade and Wholesale Bespoke Tailoring Wages Council (Northern Ireland).

“week” means “pay week.”

“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 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 as a time worker 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 which such remuneration is not payable, and in this definition

‘appropriate proportion’ means—

where the worker’s normal working week is five days—one-fifth

where the worker’s normal working week is four days or less—one-quarter.

“relevant calendar year” means the calendar year in which the holiday season commences.

“lay off” means the absence of the worker because of shortage of work and with the employer’s consent.

Paragraph 13.

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 comes into operation on 5th February 1980, sets out the holidays and holiday remuneration payable in substitution for that fixed by the Readymade and Wholesale Bespoke Tailoring Wages Regulation (Holidays) Order (Northern Ireland) 1974 (Order N.I.T.R.W. (76)) as amended by the Readymade and Wholesale Bespoke Tailoring Wages Regulation Order (Northern Ireland) 1976 (Order N.I.T.R.W. (82)), the Readymade and Wholesale Bespoke Tailoring Wages Regulation (Amendment) Order (Northern Ireland) 1978 (Order N.I.T.R.W. (86)) and the Readymade and Wholesale Bespoke Tailoring Wages Regulation (Holidays) (Amendment) Order (Northern Ireland) 1978 (Order N.I.T.R.W. (88)).

Orders N.I.T.R.W. (76) and N.I.T.R.W. (88) are revoked.

New provisions in the Schedule are printed in italics.