1974. No. 26 **[NC]**

WAGES COUNCILS

Wages Regulation (Retail Bespoke Tailoring)

ORDER, DATED 15TH FEBRUARY 1974, MADE BY THE DEPARTMENT OF MANPOWER SERVICES UNDER THE WAGES COUNCILS ACT (NORTHERN IRELAND) 1945.

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**) as modified by Article 3 of the Counter-Inflation (Agricultural Wages and Wages Councils) (Northern Ireland) Order 1973(**b**) hereby makes the following Order to give effect to wages regulation proposals received from the Retail Bespoke Tailoring Wages Council (Northern Ireland):—

Citation

1. This Order may be cited as the Retail Bespoke Tailoring Wages Regulation (Holidays) Order (Northern Ireland) 1974.

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 Retail Bespoke Tailoring Wages Regulation (Holidays) Order (Northern Ireland) 1964(**c**) shall cease to have effect.

Interpretation

3. In this Order the expression "the specified date" means the 5th day of March 1974, 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 for Northern Ireland this 15th day of February 1974.

(L.S.)

J. H. Scott,
Assistant Secretary.

(a) 1945, c. 21.
(b) S.I. 1973, No. 857.
(c) S.R. & O. (N.I.) 1964, No. 2.

SCHEDULE

HOLIDAYS AND HOLIDAY REMUNERATION

The following provisions as to holidays and holiday remuneration shall be substituted for the provisions as to holidays and holiday remuneration set out in the Retail Bespoke Tailoring Wages Regulation (Holidays) Order (Northern Ireland 1964(c) (Order N.I.T.R.B. (85)).

PART I

APPLICATION

Paragraph 1.

This Schedule applies to every worker for whom statutory minimum remuneration has been fixed; provided that Part II shall not apply to an outworker.

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 eight weeks immediately preceding the holiday and has worked for the employer during the whole or part of that period and is in his employment on the day of the holiday.

(2) The said customary holidays are—

(a) Christmas Day (or, if Christmas Day falls on a Sunday, such other weekday as may be appointed by National Proclamation, or, if none is so appointed, the next following Tuesday), Boxing Day, Easter Monday, Easter Tuesday and two other days (being days of the week on which the worker normally works for the employer) in the course of a calendar year to be fixed either (i) by agreement between the employer and the worker or his representative, or (ii) by the employer, in which case the days so fixed must be notified to the worker not less than eight weeks before the customary holiday;

or, (b) a day substituted by the employer for any one of the four days first mentioned in (a), 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 1*st April and* 30*th September in* 1974 and between 1*st April and* 30*th September* in each succeeding year, 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 (calculated in accordance with the provisions of paragraph 10) 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 1st April 1974 and in each succeeding period*
At least 48 weeks	*15 days*
" 45 "	*14 "*
" 42 "	*13 "*
" 39 "	*12 "*
" 36 "	*11 "*
" 33 "	*10 "*
" 30 "	*9 "*
" 27 "	*8 "*
" 24 "	*7 "*
" 21 "	*6 "*
" 18 "	*5 "*
" 15 "	*4 "*
" 12 "	*3 "*
" 8 "	*2 "*
" 4 "	*1 day*

Provided that the number of days of annual holiday to which a worker shall be entitled in any holiday season shall not exceed in the aggregate 3 *times* the period constituting the worker's normal working week.

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 holiday shall be treated as consecutive notwithstanding that a customary holiday or a holiday in lieu of a customary holiday intervenes.

Paragraph 5.

An employer shall give to a worker reasonable notice of the commencing date and duration of his annual 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.