but excluding the following operations :—
the sawing and turning of wood as a preliminary operation to the manufacture of such brushes or brooms ; the making of metal parts and the mounting of brushes with metal or tortoise-shell backs.

PAYMENT OF HIGHER REMUNERATION

PARAGRAPH 19.
The statutory minimum remuneration set out in this Schedule is without prejudice to workers earning higher rates of wages or to agreements made, or that may be made, between employers and workers for the payment of remuneration in excess of the statutory minimum.

THE BRUSH AND BROOM WAGES COUNCIL (NORTHERN IRELAND) WAGES REGULATION (HOLIDAYS) ORDER, 1948, DATED 14TH JANUARY, 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. 16

WHEREAS the Ministry of Labour and National Insurance (hereinafter referred to as " the Ministry ") has received from the Brush and Broom 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 9th day of September, 1939 (hereinafter referred to as " Order N.I.B.B. (45) "), as amended by the Second Schedule to the Brush and Broom Wages Council (Northern Ireland) Wages Regulation Order, 1946 (a) dated the 17th day of September, 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 remuneration.

1. As from the specified date the Order N.I.B.B. (45) 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 19th day of January, 1948. 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. 1946, No. 195.

3.—(1) This Order may be cited as the Brush and Broom Wages Council (Northern Ireland) Wages Regulation (Holidays) Order, 1948. Short title and interpretation.

(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. 12 Geo. 5, Ch. 4.

Sealed with the Official Seal of the Ministry of Labour and National Insurance for Northern Ireland this fourteenth day of January, 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 I.

APPLICATION.

PARAGRAPH 1.

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

(2) For the purpose of this Schedule an outworker 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) 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 two 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 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 two 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 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 customary holidays specified in Part II of this Schedule, an employer shall, between the 1st day of June and the 30th day of September, 1948, and in each succeeding year between the 1st day of June and the 30th day of 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 twelve months immediately preceding the commencement of the holiday season for any of the periods specified below, and the duration of the annual holiday shall be related to the worker's period of employment during that twelve months as follows :—

Period of employment	*Duration of annual holiday*
At least 40 weeks	6 days
,, 36 ,,	5 ,,
,, 30 ,,	4 ,,
,, 24 ,,	3 ,,
,, 16 ,,	2 ,,
,, 8 ,,	1 day

Provided that the number of days of annual holiday to which a worker is entitled in any period of 12 months commencing on the 1st day of January shall not exceed in the aggregate the number of days constituting the worker's normal working week.

PARAGRAPH 4.

An annual holiday shall be allowed on consecutive working days, being days upon which the worker is normally called upon to work, and days of holiday shall be treated as consecutive notwithstanding the intervention of a Sunday, a customary holiday or a holiday in lieu of a customary holiday.

Provided that the last day of an annual holiday to which a worker is entitled may be allowed on a non-consecutive working day falling within the holiday season if the remainder of the said annual holiday is allowed immediately after a customary holiday or so that such a holiday intervenes.

PARAGRAPH 5.

An employer shall give to a worker reasonable notice of the commencing date and duration of his holiday. Such notice should be given at least 28 days before the first day of the holiday and may be given individually to a worker or by posting a notice in the place where the worker is employed.

PART IV.
HOLIDAY REMUNERATION.
CUSTOMARY HOLIDAYS.

PARAGRAPH 6.

(1) 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 appropriate statutory minimum remuneration to which he would have been entitled if the day had not been a day of 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 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 on the pay day on which the wages for the pay week including the 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 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 sub-paragraph (1) of this paragraph shall not apply.