

1972 No. 1485

WAGES COUNCILS

**The Wages Regulation (Licensed Non-residential
Establishment) (Managers and Club Stewards)
(Amendment) Order 1972**

Made - - - - - *2nd October 1972*

Coming into Operation *12th November 1972*

Whereas the Secretary of State has received from the Licensed Non-residential Establishment Wages Council the wages regulation proposals set out in the Schedule hereto;

Now, therefore, the Secretary of State in exercise of powers conferred by section 11 of the Wages Councils Act 1959(a) and now vested in him (b), and of all other powers enabling him in that behalf, hereby makes the following Order:—

1. This Order may be cited as the Wages Regulation (Licensed Non-residential Establishment) (Managers and Club Stewards) (Amendment) Order 1972.

2.—(1) In this Order the expression “the specified date” means the 12th November 1972, 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(c) shall apply 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.

Signed by order of the Secretary of State.
2nd October 1972.

R. R. D. McIntosh,
Deputy Secretary,
Department of Employment.

(a) 1959 c. 69.

(b) S.I. 1959/1769, 1968/729 (1959 I, p. 1795; 1968 II, p. 2108).

(c) 1889 c. 63.

SCHEDULE

The Wages Regulation (Licensed Non-residential Establishment) (Managers and Club Stewards) Order 1972(a) (Order L.N.R. (92)), shall have effect as if in the Schedule thereto for paragraph 24 there were substituted the following paragraph:—

“ACCRUED HOLIDAY REMUNERATION PAYABLE ON
TERMINATION OF EMPLOYMENT

24. Subject to the provisions of this paragraph, where a worker (other than a worker who is a Club Steward, a Club Stewardess or the wife of a Club Steward, and who ordinarily works for the employer for less than 18 hours a week) 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, (hereinafter referred to as ‘the termination date’), pay to the worker as accrued holiday remuneration:—

- (1) in respect of employment in the 12 months up to the commencing date of the current holiday season, a sum equal to the holiday remuneration, to which he would be entitled under paragraph 22, calculated on the basis that he is a worker who is not provided by the employer, for the duration of the holiday, with full board, 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 commencing date of the current holiday season a sum equal to the holiday remuneration to which he would be entitled under paragraph 22, calculated on the basis that he is a worker who is not provided by the employer, for the duration of the holiday, with full board, and 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:

Provided that—

- (a) no worker shall be entitled to the payment by his employer of accrued holiday remuneration if—
 - (1) he is dismissed on any of the following grounds, that is to say—
 - (i) dishonesty, or
 - (ii) misconduct involving contravention of the licensing laws, or
 - (iii) *gross industrial misconduct*,
 and in each case is so informed by the employer at the time of dismissal; or
 - (2) he leaves his employment without having notified his employer, not less than one week before terminating his employment, of his intention to do so;
- (b) the amount of any accrued holiday remuneration payable at the termination date shall be reduced by the amount of any sum paid by the employer to the worker—
 - (i) as accrued holiday remuneration under the provisions of this Schedule or of Order L.N.R. (88) in so far as such sum is attributable

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- to the period or periods for which the accrued holiday remuneration is payable;
- (ii) in respect of any day or days of holiday for which the worker had not qualified under the provisions of this Schedule or of Order L.N.R. (88) and allowed during the period or periods in respect of which the accrued holiday remuneration is payable.”
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EXPLANATORY NOTE

(This Note is not part of the Order.)

This Order, which has effect from 12th November 1972, amends the provision of the Wages Regulation (Licensed Non-residential Establishment) (Managers and Club Stewards) Order 1972 (Order L.N.R. (92)) which relates to the payment of accrued holiday remuneration.

SI 1972/1485
ISBN 0-11-021485-4



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