

Working Time Directive Policy

It is agreed between the company and the employee that the limit in regulation 4(1) of the Working Time Regulations 1988 shall not apply and that the average working time may therefore exceed 48 hours for each seven-day period (as defined by and calculated in accordance with the Working Time Regulations 1988) and The Working Time (Amendment) Regulations 2003

The UK Government has relaxed the Working Time Regulations 1998 ("WTR") on carrying over untaken annual leave due to the effects of COVID-19. Under the Amendment Regulations, workers will now be able to carry over untaken annual leave into the next two leave years when they have been unable to take it due to the COVID-19 pandemic. This update explores the key changes to the regulations, practical points to consider and potential problem areas for employers. It is important to appreciate that the new rules apply to all employees and are not restricted to furloughed or to non-furloughed employees only.

This agreement to opt out of the working time directive can be terminated by giving three months' notice in writing to that effect.



Hafiz Rehman
Managing Director
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