

Road Transport Directive (Working Time) Regulations

Weekly working time:	must not exceed an average of 48 hours per week over the reference period. A maximum working time of 60 hours (except coach drivers on international unscheduled journeys), can be performed in any single week providing the average 48-hour limit is not exceeded.
Night work:	if night work is performed, working time must not exceed 10 hours in any 24-hour period. Night-time is the period between 00.00 and 04.00 for goods vehicles (LGV's) and between 01.00 and 05.00 for passenger vehicles (PCV's). The 10-hour limit may be exceeded if this is permitted under a collective or workforce agreement.
Breaks:	mobile workers must not work more than 6 consecutive hours without taking a break. - if the working hours total between 6 and 9 hours, Working Time should be interrupted by a break or breaks totalling at least 30 minutes. - if the working hours total more than 9 hours, working time should be interrupted by a break or breaks totalling at least 45 minutes. - breaks should be of at least 15 minutes' duration.
Rest:	the Regulations are the same as the EU or AETR drivers' hours rules.
Record keeping:	records need to be kept for two years after the period in question. - the reference period for calculating the 48-hour week is normally 17/18 weeks, but it can be extended to 26 weeks if this is permitted under a collective or workforce agreement. - there is no 'opt-out' for individuals wishing to work longer than an average 48-hour week, but breaks and 'periods of availability' do not count as working time.
Working Time, includes:	driving, loading and unloading, cleaning, checking and maintaining of vehicles, job-related training, waiting time; when the driver cannot freely dispose of his / her time, work intended to secure safety of a vehicle and its cargo, or passengers (daily defect checks / monitoring loading / unloading)
Working Time, excludes:	Travelling to and from work, rest and break periods, 'Periods of Availability'. - *generally speaking, a period of availability (POA) is waiting time, the duration of which is known about in advance. Examples of what might count as a POA are accompanying a vehicle on a ferry crossing or waiting while other workers load/unload your vehicle. For mobile workers driving in a team, a POA would also include time spent sitting next to the driver while the vehicle is in motion (unless the mobile worker is taking a break or performing other work, i.e. navigation).
Calculating and Leave:	You cannot use statutory annual leave, sick leave, maternity or paternity leave in order to reduce the average working time performed during the reference period. So when calculating the average weekly working time, any maternity, paternity, adoption, parental leave, sick leave - as well as the statutory paid annual leave entitlement must not significantly affect the result of your calculation. This is a little more complicated, but it can be done by adding 48 hours for each of week of annual leave that is taken and adding 8 hours for each additional leave day that is taken up to a maximum of 20 days.