

Working Time Rights

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The rights given by the Working Time Regulations of UK, 1998 (WTR) apply to most workers, but a number of groups are excluded from some or all of the provisions.

Workers

The term 'worker' is much broader than 'employee'. It includes all employees and also covers other people who provide services under a contract such as agency staff. It does not include the self-employed running their own business.

Exclusions

People who work at sea are not covered by the WTR (even if they are workers) but their hours of work are protected by a specific regulation.

Partial exclusions

Many groups of workers are partially excluded from the main provisions of the WTR, but their working time rights are covered by regulations specific to them. It might be wise to check whether specific regulations apply in cases of workers who are excluded from the main WTR provisions.

Young workers

The WTR gives special protection to 'young workers', which is defined as workers between 15 and 17 years old who are no longer required by law to attend school. Groups who are still entitled to the special protections relating to young workers even though they are not entitled to any of the main protections of the WTR relating to adult workers include:

- o members of the armed forces, the police and the civil protection services (but this exclusion applies only where characteristics peculiar to those services, or specific activities in the civil protection services, inevitably conflict with the provisions of the WTR)
- o crew members of aircraft flying for the purposes of public transport -- although they are covered by specific aviation regulations (see 'air transport workers' below)

Transport and mobile workers

The working time provisions for goods and passenger vehicle drivers is subject to complex rules, particular to that sector.

They also have very limited coverage under the WTR.

Air transport workers

Cabin and flight crew working on board civil aircraft flying for the purposes of public transport have their timings defined under Regulations that are specific to them.

Trainee doctors

In the UK Trainee doctors enjoys full rights under the WTR. Doctors were some of the people who were subject to a longer maximum working week.

Domestic workers

Domestic workers are only entitled to daily and weekly rest, rest breaks and annual leave.