

European Working Time Directive (EWTD)

Examples:

Case 1 – an evening shift

The requirement to provide an **uninterrupted 11 hour rest per 24 hours** comes into play.

If we look at no adjustment being made and bear in mind travel between two places of work is counted as working time then:

Normal Monday 08:30 – 17:30

OOH 18:00 – 24:00

Normal Tuesday 08:30 – 17:30

Would mean the day before the OOH there is adequate rest whereas following the shift there is only 8.5 hours of rest.

Just delaying the start of the day after to 11 am seems to solve the issue by providing 11 hours of rest after the shift, but in fact this fails to provide enough rest in the 24-hour period starting 08:30 Monday (again only 8.5 hours)

The following adjustments meet the EWTD

Delay start Monday 11:00 – 17:30

OOH 18:00 – 24:00 (presuming 30 minutes is sufficient time to get there)

Delay start Tuesday 11:00 – 17:30

Using the same principles the overnight shift 24:00 – 08:00 can be accommodated as below

Case 2 - an overnight shift

Early finish Monday 08:30 - 13:00

11 hours uninterrupted rest before starting OOH

OOH 24:00 – 08:00 Tuesday

Rest Day Tuesday

Resuming normal duties Wednesday

A restriction of night working of 8 hours in a given 24-hour period prevents any further work on the Tuesday