#### STATUTORY INSTRUMENTS

# 1998 No. 1833

# TERMS AND CONDITIONS OF EMPLOYMENT

# The Working Time Regulations 1998

Made - - - - 30th July 1998

Laid before Parliament 30th July 1998

Coming into force 1st October 1998

# THE WORKING TIME REGULATIONS 1998

#### PART I

### **GENERAL**

- 1. Citation, commencement and extent
- 2. Interpretation

#### PART II

#### RIGHTS AND OBLIGATIONS CONCERNING WORKING TIME

- 3. General
- 4. Maximum weekly working time
- 5. Agreement to exclude the maximum
- 5A Maximum working time for young workers
- 6. Length of night work
- 6A Night work by young workers
- 7. Health assessment and transfer of night workers to day work
- 8. Pattern of work
- 9. Records
- 10. Daily rest
- 11. Weekly rest period
- 12. Rest breaks
- 13. Entitlement to annual leave
- 13A Entitlement to additional annual leave
- 14. Compensation related to entitlement to leave
- 15. Dates on which leave is taken
- 15A Leave during the first year of employment
- 15B Irregular hours workers and part-year workers: entitlement to annual leave

- 15C Irregular hours workers and part-year workers: annual leave accrued while on sick or statutory leave
- 15D Irregular hours workers and part-year workers: right to carry forward annual leave
- 15E Irregular hours workers and part-year workers: compensation related to entitlement to leave
- 15F Meaning of irregular hours workers and part-year workers
- 16. Payment in respect of periods of leave
- 16A Rolled-up holiday pay for irregular hours workers and part-year workers
- 17. Entitlements under other provisions

#### PART III

#### **EXCEPTIONS**

- 18. Excluded sectors
- 19. Domestic service
- 20. Unmeasured working time
- 21. Other special cases
- 22. Shift workers
- 23. Collective and workforce agreements
- 24. Compensatory rest
- 24A Mobile workers
- 25. Workers in the armed forces
- 25A Doctors in training
- 25B Workers employed in offshore work
- 26. Young workers employed on ships
- 26A Entitlement to additional annual leave under a relevant agreement
- 27. Young workers:force majeure
- 27A Other exceptions relating to young workers

#### PART IV

#### **MISCELLANEOUS**

- 28. Enforcement
- 29. Offences
- 29A Offences due to fault of other person
- 29B Offences by bodies corporate
- 29C Restriction on institution of proceedings in England and Wales
- 29D Prosecutions by inspectors
- 29E Power of court to order cause of offence to be remedied
- 30. Remedies
- 30A Extension of time limits because of mediation in certain cross-border disputes
- 30B Extension of time limit to facilitate conciliation before institution of proceedings
- 31. Right not to suffer detriment
- 32. Unfair dismissal
- 33. Conciliation
- 34. Appeals
- 35. Restrictions on contracting out
- 35A (1) The Secretary of State shall, after consulting persons appearing...

#### PART V

#### SPECIAL CLASSES OF PERSON

- 36. Agency workers not otherwise "workers"
- 37. Crown employment
- 38. Armed forces
- 39. House of Lords staff
- 40. House of Commons staff
- 41. Police service
- 42. Non-employed trainees
- 43. Workers employed in agriculture in Wales or Scotland Signature

#### SCHEDULE 1 — WORKFORCE AGREEMENTS

- 1. An agreement is a workforce agreement for the purposes of...
- 2. For the purposes of this Schedule— "a particular group" is...
- 3. The requirements concerning elections referred to in paragraph 2 are...

#### SCHEDULE 2 — WORKERS EMPLOYED IN AGRICULTURE in Wales or Scotland

- 1. Except where, in the case of a worker partly employed...
- 2. Where, in the case referred to in paragraph 1 above,...
- 3. In this Schedule, "an agricultural wages order" means an order...

## SCHEDULE 2A — Doctors in training

## SCHEDULE 3 — ENFORCEMENT

- 1. Appointment of inspectors
- 2. Powers of inspectors
- 3. Improvement notices
- 4. Prohibition notices
- 5. Provisions supplementary to paragraphs 3 and 4
- 6. Appeal against improvement or prohibition notice
- 7. Power of enforcement authority to indemnify inspectors
- 8. Restrictions on disclosure of information

**Explanatory Note** 

**Changes to legislation:**There are currently no known outstanding effects for the The Working Time Regulations 1998.