

# LEGISLATION

## Working Time Directive

**VISION** | corporate services



Current European legislation, overseen by the HSE within the UK, defines that an employee must not work more than 60 hours in a single week or an average of 48 hours per week over a rolling 17 week period.

It also states that employees should have a minimum of an 11 hour rest period in each 24 hour period. Night workers are strictly limited to 8 hours work within a 24 hour period. These allowances cover not just time spent working but also include time spent travelling.

For example, a field based employee that travels for three hours, then attends a one hour meeting, followed by a three hour return journey, will have been deemed to have worked for a total of seven hours.

In the event of an incident occurring, the employee's company will be required to produce evidence that they are adhering to the 'Working Time Directive' and that they are properly monitoring their employee's working hours. One company was recently **fined £24,000** specifically for being unable to provide such monitoring evidence.

With Crystal Ball fitted to your vehicles your company ensures compliance with the 'Working Time Directive' legislation, by always being able to monitor your employees' movements.

**'...EVEN WHERE NO FATALITIES OCCUR, IF A LACK OF ADEQUATE POLICIES AND PROCEDURES IS SUSPECTED... CHARGES MAY STILL BE BROUGHT'**

Crystal Ball has specifically developed a comprehensive 'Timesheet report' that directly addresses this legislation. Based on 'excel', the report allows you to adjust the time records manually to exclude breaks and periods of unavailability.

**'ONE COMPANY HAS BEEN FINED £24,000 FOR BEING UNABLE TO SHOW THAT THEY ARE ADHEREING TO THE 'WORKING TIME DIRECTIVE'**



The 'timesheet' report includes the following information:

- > daily and weekly summaries
- > total shift time
- > total time spent on site
- > trip breakdown
- > time of arrival at all appointments / meetings
- > mileage outside monitored working hours (not available to users with 'privacy' option)

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