**Working time directive waiver/opt-out letter for employee**

This Agreement, dated [date] (the Date) is made between us:

[INSERT NAME OF BUSINESS], registered in England and Wales under company number [INSERT NUMBER] whose registered office is at [INSERT ADDRESS] **('the Company')**;

and

[INSERT NAME] of [INSERT ADDRESS] (‘**the Employee**’)

It confirms the following agreed terms:

1. The 48-hour average weekly working time limit under the Working Time Regulations 1998 ('**WTR**') shall not apply to the Employee’s employment with the Company.
2. This Agreement will remain in force [for a period of one year] OR [indefinitely].
3. The Employee or the Company may terminate this Agreement at any time by either party giving no less than [three months’] notice in writing to the other.
4. By signing this agreement, the Employee freely gives their consent to the terms of this Agreement and agrees their average working time may exceed 48 hours per week.
5. The Agreement is made on the Date. Both parties note that

The WTR require an employer to take all reasonable steps to ensure that workers do not work more than an average of 48 hours per week over a 17-week reference period. However, a worker may voluntarily agree to work more than the 48-hour average weekly working time limit by opting out of the limit, should they wish to do so.

Signed:

For and on behalf of the Company

Signed:

[Name of employee]

Date: [date]