

## **Consultation on Working Time Directive**

The British Aggregates Association (BAA) represents the interest of the independent, privately-owned SME aggregates sector in the UK. We have some 60 operating members throughout the UK with over 100 sites, and also some 20 Associate members for the service sector.

We are fully supportive of the position of the Confederation of British Industry (CBI) of which we are members and endorse their comments in support of UK (and other countries as necessary) to enable continued voluntary employee opt-out from the provisions of 48 hour working subject to the controls already in place to ensure the system is not abused and that adequate records are kept.

Our members are fully aware of their responsibilities to the health, safety and welfare of their employees and to ensure that they have opportunity for a healthy work-family life balance.

We believe that the system has worked extremely satisfactorily and enabled industry to retain appropriate flexibility and for the UK to demonstrate excellent safety performance. Indeed several surveys have shown that accidents tend to happen earlier rather than later in a working time period. Flexibility is essential for industry to remain competitive.

We believe that a definition of working time should exclude non-working periods in the work premises including on-call time and rest breaks.

Regarding the time of signing of the opt-out. It is essential that this is recognised from the commencement of employment. Both employer and employee should be aware of their position and also that if the employee requests/agrees to the opt-out that they have a mechanism to reverse this at a later stage - and indeed if initially not wishing to opt-out that they can also reverse this decision later. The important factor is that this is a voluntary decision but for practical purposes must be made before commencement of employment.

I trust that our views will be considered - and that the UK will continue to have the opportunity for retention of the opt-out.

Yours Faithfully

Peter Huxtable  
Secretary  
British Aggregates Association