

**Accelerate Personnel Ltd**  
**Workforce Agreement to Adopt Flexibility Provided for Night Work and Reference Periods**

This agreement is made on the    /    /

**Definitions**

“**Employment Business**” means Accelerate Personnel Limited located at 17 Charing Cross, Norwich, NR2 4AX

“**The Workforce**” means all the temporary workers engaged as self-employed workers on contracts for services by the Employment Business who are mobile workers.

“**The Regulations**” mean the Road Transport (Working Time) Regulations 2005.

“**The Particular Group**” means the group of temporary workers engaged as self-employed workers on contracts for services by the employment business who are mobile workers, as distinct from other temporary workers currently engaged who are non-mobile workers.

“**Mobile Worker**” means any worker forming part of the travelling staff who is in the service of an undertaking which operates transport services for passengers or goods by road, for hire or reward, or on its own account.

“**The Representatives**” means the workers duly elected to represent the workforce.

“**The Parties**” means Accelerate Personnel Limited and the Representatives of the Particular Group to which the agreement applies.

“**Working Time**” means the time from the beginning to the end of work during which the mobile worker is in scope of the Regulations, is at his workstation, at the disposal of his employer and exercising his functions or activities, being time devoted to driving, loading and unloading, assisting passengers boarding or disembarking, cleaning and technical maintenance, all other work intended to ensure the safety of the vehicle its cargo and passengers or to fulfil legal obligations directly linked to the specific road transport operation under way

**Recital**

1. There is a provision in the Regulations for workers to adopt additional flexibility in respect of night work and reference periods for the purposes of calculating average Working Time through the means of a Workforce Agreement.
2. A copy of this agreement and any relevant guidance has been sent to all members of the Particular Group that wish to be included in this agreement. The names of the Particular Group subject to this agreement are set out in the attached schedule,
- 3 This agreement is made pursuant to Regulation 9(2) and Regulation 4(4) of the Regulations, which permit the extension of night working limits and reference period through the means of a workforce agreement between the Particular Group and the employment business.
- 4 This agreement shall remain in force for a period of five years from the date of signature.

5 The parties acknowledge and agree that for objective and/or technical reasons concerning the organisation of work, namely greater work flexibility, they wish to extend the night working limits and reference period as prescribed by clauses 4 and 5 below. The parties believe it is in the benefit and in the interests of both the employment business and the Particular Group to amend such provisions.

**PROVISIONS**

The parties acknowledge and agree that the regulations will impact upon the manner in which the operation is conducted. The parties believe that it is in the benefit of both the Company and the Employees for certain of the provisions of the regulations to be extended or modified.

1. **NIGHT WORK LIMIT** - Temporary Workers within the Particular Group may work and undertake Working Time beyond the 10-hour night work limit set out in the regulations, but only to the extent where this would not breach any of the other provisions of the Regulations or EU Driver's Hours Regulations 3820/85.
2. **REFERENCE PERIOD** -
  - 2.1 For the purposes of calculating the 48 hours per week average the statutory reference period will be extended to 26 week periods and will be calculated over successive 26 week periods as set out below,
  - 2.2 The first day of the 26 week reference period will begin on 00:00 hours on a Monday. The reference periods that will apply are:
    - 2.2.1 The first Monday in April to the Sunday immediately after the last Monday in September  
And:
    - 2.2.2 The first Monday in October to the Sunday immediately after the last Monday in March.
3. The remainder of the regulations excluding regulation 9(2) and 4(4) remain in force.

Signed for on behalf of Accelerate Personnel Ltd	Signed for on behalf of the particular group of the workforce representatives:	
Name:	Name:	Name:
Signature:	Signature:	Signature:
Date:        /        /	Date:        /        /	Date:        /        /

**Schedule:** All temporary Workers working for Accelerate Personnel Ltd in a mobile worker capacity.