

NIGHT WORKERS OPT OUT AGREEMENT

Location: _____ Reference: _____

Employer Information:

Company Name: _____

Address: _____

Contact Name and Position: _____

Contact Email/Phone: _____

Employee Information:

Full Name: _____

Address: _____

Job Title / Role: _____

Employee Number (if applicable): _____

Agreement to Opt Out of Night Work Provisions:

1. The Employee acknowledges and agrees that they voluntarily choose to opt out of the night work provisions as set out in the Working Time Regulations 1998 and any subsequent amendments applicable in the United Kingdom. 2. The Employee confirms that they have received all necessary information about the nature and extent of night work involved in their role and the associated health and safety implications. 3. The Employer has provided the Employee with the opportunity to seek advice and to discuss any concerns relating to night work and this opt-out agreement.

Duration and Revocation of Opt-Out:

4. This opt-out agreement shall continue to have effect until such time as the Employee gives notice in writing to the Employer revoking this agreement, in accordance with the provisions of the Working Time Regulations 1998. 5. Revocation of this opt-out shall take effect one month after the Employer receives written notice from the Employee, or such other period as may be mutually agreed.

Working Hours and Compliance:

6. The Employee understands that by opting out, their working hours may exceed the standard limits on night work hours under the Working Time Regulations 1998. 7. The Employer will continue to take all reasonable steps to ensure the health, safety, and welfare of the Employee during night work, including conducting appropriate risk assessments and providing necessary training and protective measures. 8. Nothing in this agreement affects the Employee's entitlement to rest breaks, rest periods, or annual leave as provided by law.

Legal Compliance and Governing Law:

9. This agreement is made in accordance with and subject to the Working Time Regulations 1998 as amended and other applicable UK legislation. 10. The Employee acknowledges that they have entered into this agreement freely and without duress or undue influence. 11. This agreement shall be governed by and construed in accordance with the laws of England and Wales.

Signatures:

EMPLOYER'S SIGNATURE

Signature: _____

Print Name: _____

Position: _____

EMPLOYEE'S SIGNATURE

Signature: _____

Print Name: _____

Date: _____

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