

## **The Working Time Directive (WTD) - Advice to health and social care students in the College of Health, Wellbeing and Life Sciences**

The health and safety of students and the people they are caring for is paramount when considering hours of work. This advice sets out important information about the total number of hours you may work in a week, according to the Working Time Directive (WTD), including on a university-approved practice placement or with an employer.

This advice **MUST** be read in conjunction with advice on Placement Attendance requirements for your programme.

If you are an international student, you **MUST** comply with the requirements of your UK Visa. Please ensure that you are following the requirements of your UK Visa and if unsure please seek [advice](#) before taking up any employment in the UK.

### **Working Time Directive - practice placement learning experience advice and requirements**

1. The total number of hours you should work in any week should not normally exceed 48 hours for each period of seven days, averaged over the previous 17 week period.
2. Your 'working time' hours include time on a university-approved practice placement **AND** any hours you work independently of the university.
3. The rcn advises that:

"Each employer must take reasonable steps to ensure that if the worker is also working for another employer, the total combined working time does not exceed 48 hours per week."

4. If you are employed outside your university approved placement, including with an Agency, these additional hours will be added to the total hours worked during that week.
5. This is necessary to ensure the health and safety of both you (the Student) and the Service Users/Patients/Clients and health and social care staff you are working with on practice placement learning experience.
6. The rcn advises that:

"Long hours, fatigue and lack of rest breaks or time to recuperate between shifts are associated with an increased risk of errors." "You should also consider the impact of multiple jobs and your working hours on your ability to practice safely."

Please take time to read current professional Codes and Guidelines for students of health or social care professions for further advice.

- [HCPC Guidance on Conduct and Ethics for Students](#)
- [NMC The Code](#)
- [Social Work England Professional Standards](#)