

SECTION 6

DRAFT REGULATORY IMPACT ASSESSMENT

Issue

1. To implement the Horizontal Amending Directive (HAD) which extends the Working Time Regulations to cover workers in sectors currently excluded.

Coverage and timing

2. The UK implemented the Working Time Directive in October 1998 with derogations to allow workers in identified 'sectors of activity' to be excluded from the Regulations. These sectors were excluded at the time because the Commission and Member States agreed that they required individual arrangements different from the normal working time rules. The 'sectors of activity' include air, rail, road, sea, inland waterway and lake transport, sea fishing and offshore work. As well as these sectors the armed forces, police, other civil protection services and junior doctors were also excluded from the Working Time Regulations.

3. The HAD will extend the Working Time Regulations to the 'sectors of activity' and junior doctors but will not apply to the armed forces, police and civil protection services. Also, certain sectors within the 'sectors of activity' are and will be covered by other Community instruments that contain more specific requirements peculiar to the sector in question. These include the Seafarers Enforcement Directive (SED), the Road Transport Directive (2002/15/EC (RTD)) and Civil Aviation Directive (2000/79/EC (CAD)). The HAD does not apply to those workers covered by these directives.

4. The HAD, which was published in the Official journal of the European Union on 1 August 2000, is required to be implemented by 1 August 2003 (1 August 2004 for junior doctors).

Objectives

5. To achieve benefits for workers in the sectors to be covered by the HAD, including a better balance between work and family life, with commensurate improvements to Health and Safety.

6. To comply fully with the EC Working Time Directive while retaining the maximum flexibility for those industrial sectors currently excluded from the Regulations.

Options

7. Two main options were identified:

- i. To implement the HAD, taking up the available derogations in order to allow employers flexibility.
- ii. To implement the Directive without taking up available derogations.

8. The Government considers the HAD to be an important addition to the health and safety protection of workers in the excluded sectors. Compliance with the HAD is also a

UK Treaty obligation and a failure to implement it would expose the UK Government to infraction proceedings from the European Commission and to legal challenges, which could well prove costly. For this reason, not implementing the HAD was not considered a realistic option for the UK Government.

9. The Government recognises there is a careful balance to be struck between effective protection and placing unnecessary regulatory burdens on business. It wants to allow employers and employees to be able to reach agreement as to what are the right arrangements for them, consistent with a framework of minimum standards of protection for workers.

10. Derogations from the entitlements to daily rest, rest breaks, weekly rest and night work provisions apply to all railway workers including those whose activities are intermittent, whose hours of work are spent on trains and whose activities are linked to railway timetables and ensuring the continuity and regularity of the railway. Also those workers in the transport sector are not subject to the daily and weekly rest breaks but instead employers are required to make sure workers have 'adequate rest'.

Benefits

11. There are benefits as well as costs associated with the amending regulations although these are inevitably more difficult to quantify. The existing Working Time Regulations¹ have ensured that employees are provided with basic minimum rights through a legal framework, providing minimum standards combined with flexibility for employers. The benefits include a better balance for workers between work and home, greater choice over hours worked, improvements in health and safety and a more committed workforce.

12. These benefits will apply to those workers who are at present excluded from the Working Time Regulations. A higher proportion of workers in the excluded sectors are likely to benefit than in some other sectors currently covered, as they are more likely to work long hours and undertake shift work in situations that have higher health and safety risks associated with them.

Risks

13. The adjustment needed to comply with the Working Time Regulations in the excluded sectors is likely to be larger than in other sectors where a smaller proportion of workers would have to change their working practices. However, the derogations should mean that changes in working practices will be kept to a minimum.

Numbers benefiting and estimated compliance costs

14. Estimating the number of workers benefiting from the HAD and the associated compliance costs is difficult because of the novelty of the regulations; in addition, the

¹ See 'Measures to Implement Provisions of the EC Directives on The Organisation of Working Time ("The Working Time Directive") and the Protection of Young People at Work ("The Young Workers Directive") Public Consultation', Department of Trade and Industry Employment Relations Directorate April 1998, URN: 98/645. Annex E contains estimates of the costs of compliance. The methodology and assumptions used in this earlier appraisal have generally been used in this present assessment.

effect of utilising the flexibilities in and derogations cannot be easily estimated. As well as this, when looking at the sectors affected by the HAD, it must be remembered that the sectors are fairly small and obtaining accurate estimates of numbers of workers benefiting and wage rates is difficult from official sources. More detail of the methodology and assumptions underlying these estimates is given in Annex A.

Numbers benefiting

15. It is estimated that around 770,000 workers work in the sectors covered by the HAD and around 35,000 enterprises. With regards to numbers of workers benefiting from the HAD, we estimate that approximately 120,000 will benefit from minimum daily and weekly rest period entitlements, around 20,000 from working time limits for night workers of 8 hours per day, around 50,000 from minimum paid annual leave entitlements, around 160,000 from working time limits of 48 hours per week (58 for junior doctors) and around 210,000 from the right for night workers to have health assessments. These figures are also shown in Table 1 below. It is not possible to provide a figure for the total number of people affected by the HAD as a whole as some workers will benefit from more than one part of the Directive.

Compliance cost estimates

16. The total compliance cost of the HAD is estimated at around £170 million per annum. The original 1998 compliance costs of the Working Time Regulations as a whole included the excluded sectors and was therefore an overestimate of the cost of the regulations at the time. The compliance costs of the HAD equates to approximately 7 per cent of the total cost estimate for the Working Time Regulations as a whole which stands at £2.4 bn per annum based on 2001/02 data (£2.3 bn based on 1996/97 data). Therefore, the compliance costs in this Regulatory Impact Assessment (RIA) should not be interpreted as extra costs on top of what was calculated previously but rather taken as part of the original assessment. Table 1 below gives a breakdown of the costs for each specific part of the regulations.

Table 1 - Number of workers benefiting and compliance costs of the HAD

	Number of workers benefiting (000's)	Costs (per annum) of complying with the regulations (£m)
Minimum daily and weekly rest periods	120	121
Working time limits for night workers of 8 hours per day	20	23
Minimum paid annual leave	50	20
Working Time limits of 48 hours per week (58 for junior doctors)	160	2
Health assessments for night workers	210	3
Total	-	170

Impact on Small Businesses

17. Small firms (those with less than 50 employees) currently employ just under 45 per cent of the total labour force. According to the Spring 2002 Labour Force Survey around

40 per cent of workers in the sectors affected by the HAD stated that the place that they worked employed fewer than 50 employees. It is therefore likely that around 40 per cent of the compliance costs will fall on small firms.

Impact on industry sectors

18. Due to the nature of the Directive, the impact will be on the particular excluded sectors that are covered by the HAD. However, it has been possible to give an indication of the numbers of workers affected and the compliance costs for some of the parts of the Directive for some of the individual sectors covered by the HAD. For the sectors and parts of the Directive where no numbers or costs are given, the sample sizes were too small to provide a reliable estimate or otherwise were suppressed to avoid estimates based on small sample sizes being deduced. Tables 1 and 2 in Annex B provide the more disaggregated information relating to the specific individual sectors.

Competition assessment

19. The proposed regulations should not affect the structure of competition in the sectors affected. They apply to all EU Member States and therefore should not affect the relative position of companies in tradable sectors such as road haulage. The effect of the proposals on transportation costs will be minimal.

Compliance costs for a typical business

20. It is very difficult to estimate the costs to a 'typical' business. Many businesses could be totally unaffected, while others will face the possibility of having to make significant changes to their current working arrangements and practices. Some of those changes may involve little cost others could be more substantial.

Securing compliance

21. The HAD provides workers with entitlements which could be enforced by complaint to an Employment Tribunal if denied. In addition limits on working time can be enforced by sanctions which could be imposed by health and safety at work authorities (HSE and Local Authorities). The original 1998 RIA estimated the cost of enforcement to be between £3.5 – £6.3 million and this number included the excluded sectors. Given that the up to five per cent of the total number who were estimated to benefit from the Working Time Regulations, will be covered by the HAD, we estimate that the enforcement costs of the HAD will be between £175,000 – £315,000.

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October 2002

Definitions and assumptions used in calculating numbers who benefit and compliance costs

1. The numbers of workers affected and the cost to employers of the Working Time Regulations were estimated in the Regulatory Impact Assessment in 1998 but the numbers affected in the excluded sectors were not isolated and removed from the calculations. Therefore the calculations made in the original RIA include the excluded sectors of activity and to this extent were an overestimate of the impact of the regulations. In order to keep this RIA consistent with these estimates, where possible, the same methodology and assumptions have been used in this assessment. The estimates however have been updated and are based on 2001/02 data that give a more timely estimate of numbers affected and likely compliance costs. In the original Working Time Regulations RIA the total annual compliance costs for the Working Time Regulations were estimated at £1.9 bn per annum (£2.3 bn when entitlement to 4 weeks paid annual leave is included rather than just 3 weeks) based on 1996/97 data. Based on 2001/02 data the estimated total compliance costs were estimated to be £2.4 bn per annum. The main reasons for this small increase are the growth in employment and wage rates.

2. The estimated number of workers benefiting from the HAD, are derived mainly from the Spring 2002 and Autumn 2001 quarters of the Labour Force Survey. The 2001 New Earnings Survey provides estimates of wage rates allowing compliance costs to be estimated. The figures from these sources relate to “employees” rather than “workers” as these surveys do not use this concept. The term “employees” is likely to define a narrower group than “workers” and therefore it is possible that for this reason this RIA slightly underestimates the number of people benefiting from the inclusion of the excluded sectors.

3. The number of workers in the excluded sectors of activity (and junior doctors) is estimated to be around 1 million. However, not all these workers will be covered by the HAD. Those workers who are ‘HGV drivers’, ‘seafarers’, ‘ship and hovercraft officers’ and ‘aircraft pilots’ and ‘air travel assistants’ have been excluded from the estimates as the majority of these workers will be covered by their own industry specific regulations (i.e. RTD, CAD & SED). These workers were excluded from the analysis by estimating the numbers of employees in the relevant Social Occupational Classification.

4. So then, in all it is estimated that 770,000 workers are in the sectors that will be covered by the HAD. This estimate was calculated by finding the number of employees from the 2002 Labour Force Survey in the transport industry using the relevant Standard Industrial Classification (1992) codes. For junior doctors and Offshore workers alternative sources were used as the numbers in these sectors are small and the estimates from the Labour Force Survey were not considered as robust as the alternative sources.

5. The 770,000 estimate includes all employees in the ‘transport, storage and communications’ industries (715,000), but excludes those who work in ‘transport via pipelines’, ‘cargo and handling’, ‘storage and warehousing’, ‘travel agency, organisers and guides’, ‘other tourist assistance’, ‘national post activities and telecommunications’ (so to does the initial estimate of 1 million in the excluded

sectors of activity). These groups of workers were excluded from the analysis as it was thought that the majority of workers in these groups were likely to already be covered by the existing Working Time Regulations. The 715,000 transport workers include rail workers, aviation workers (excluding pilots and air travel assistants), road transport workers (excluding HGV drivers) and sea transport workers (excluding seafarers and ship and hovercraft officers). Also included is the number of inland waterway and lake transport workers, but sample sizes are too small to reliably estimate the number of these workers separately.

6. The 770,000 estimate also includes the number of junior doctors (34,000) taken from the Department of Health's 2001 Medical and Dental Workforce Census. The number of Offshore workers which has been estimated at 20,000, was arrived at by comparing recent estimates of offshore Oil and Gas workers from the surveys coordinated by Inland Revenue, with the support of industry through the UK Offshore Operators Association.

7. For these two sectors alternative sources were felt to give more accurate estimates of the total number of workers in these sectors than the Labour Force Survey. However, they do not help when estimating numbers who work at night, or over certain hours worked thresholds. For these purposes, the Labour Force Survey was used. To get the best estimate of the number of junior doctors from the Labour Force Survey, the number of employees who were medical practitioners but were also working towards a qualification was used. A similar technique was used for estimating the number of offshore oil and gas workers. The number of employees in the oil and gas industry who worked shifts was regarded as a reasonable proxy for the number working offshore in this industry. The proportions who worked long hours, nights, stated they had less than 4 weeks annual leave etc from these totals were then applied to the estimates taken from the alternative sources in order to get the number affected by the regulations.

8. The number of sea fisherman affected by the HAD is small and it has not been possible from official sources to estimate the number who would be affected. Sample sizes from the Labour Force Survey are too small to provide reliable estimates. The number of fisherman in 2000 stood at 15,000. However, the vast majority of these fisherman are self-employed and are therefore likely to be outside the scope of the HAD.

9. Standard Industrial Classification codes and Standard Occupation Classification codes were used against one another to distinguish the number of mobile and non-mobile workers in the transport sector. Caution should be exercised when looking at these estimates as occupation codes used to select mobile workers may also contain a small number of workers who are actually non-mobile. The numbers of mobile and non-mobile workers should not be interpreted as a precise estimate but rather as a best estimate from the information available. Table 1 in Annex B provides more information.

10. Also for this costing, adolescents have been defined as those who are 16 and 17 years of age. The regulations have a slightly broader coverage (i.e. those over the minimum school leaving age but under 18 years of age) and therefore the estimate may slightly over-estimate the numbers of adolescents. In practice however, the

number of adolescents working in the excluded sectors and who are likely to benefit is very small indeed. Although the small number are contained in the calculations it has not been possible to separately identify them.

11. Working time in this RIA is equivalent to the number of hours respondents in the Labour Force Survey report 'usually' working in a week excluding unpaid overtime and lunch breaks. This may not be exactly the same as the definition of 'working time' in the regulations.

Numbers of workers who stand to benefit

12. It is not easy to accurately estimate the number of workers who stand to benefit and the associated compliance costs of the HAD from official statistical sources. The reader should appreciate that the estimates in this assessment are only estimates and are based on sample surveys and are therefore subject to sampling and non-sampling error. As well as this, it has been necessary to make a number of assumptions to arrive at the estimates because of the novelty of the regulations which are peculiar to the different sectors in question.

Minimum daily and weekly rest periods

13. It is estimated that approximately 14,000 employees 'usually' work in excess of 78 hours per week in the sectors affected by the HAD. In addition, another 68,000 worked seven days a week, and thus did not have a weekly 24-hour rest period. It is also estimated from a 1990 National Opinion Poll survey, at 2002 employment levels, that 39,000 people work for over 13 hours on at least one day per week, and thus did not get 11 hours daily rest.

14. For the purpose of the costs estimates it is estimated that around 120,000 employees in the sectors covered by the HAD will benefit from the minimum daily and weekly rest break entitlements.

Working time limits for night workers of 8 hours per day

15. The regulations require employers to ensure that during a reference period, which excludes at least one day in seven, a night workers normal hours of work do not exceed an average of 8 hours in a 24-hour period. Thus the maximum number of normal working hours allowed in the course of a week for night workers is an average of 48. It is estimated that around 20,000 employees usually working at night and over 48 hours a week could fall within the scope of the HAD.

16. In order to estimate the number of employees working at night the Labour Force Survey asks whether the respondent 'usually' works at night. The question on the current Labour Force Survey differs slightly to the one asked several years ago and used in the original 1998 costings of the Working Time Regulations. There they asked whether the respondent 'usually' or 'sometimes' worked at night but now they are asked whether in their normal pattern of work whether it is usual to work nights. This change in question means that the number of people stating they usually work at night is double what it was under the old question. In order to get a comparable estimate of 'usual night workers' the estimate from the new question was reduced by

50 per cent. A further downward adjustment of 10 per cent has been made as some workers who work shifts do not appear to be regular night workers (they mainly work evenings or split shifts) and are unlikely to benefit from the regulations.

17. For the purpose of costs estimates, it is assumed that the restriction of hours worked by night workers to those excluded sectors covered by the HAD could affect around 20,000 employees.

Minimum paid annual leave

18. It is estimated that around 50,000 employees (about 30,000 full-time and 20,000 part-time employees) in the excluded sectors covered by the HAD have annual paid leave entitlement of less than 20 days. It is assumed that all employees are currently entitled to paid leave on bank holidays, or some kind of compensatory time off for those holidays, on a pro-rata basis. To the extent that people work, or do not get paid, on bank or public holidays then the number of employees benefiting are an underestimate.

19. For the purpose of the costs estimates, the assumption is that the minimum paid annual leave requirement would benefit 50,000 employees in the excluded sectors covered by the HAD.

Weekly Working time limits

20. It is estimated that 160,000 employees usually work over their average weekly working time limit (40 hour for young people, 48 hours for adults, 58 hours for junior doctors as of August 2004). However, the British Social Attitudes Survey 2001 indicates that around 10 per cent of respondents would prefer to work fewer hours than they currently do with a reduction in their weekly pay. Therefore, it is assumed that employers will not, in general, have difficulty in arranging working patterns to ensure work over the weekly working time limits is done by those employees who are willing to do so.

21. Where employees do work over the weekly working time limit (48 hours in the majority of cases in the excluded sectors) the HAD will mean that employers will have to keep records on hours worked. Assuming that around 90 per cent of those who currently work over their limit continue to do so, it may be necessary for employers to keep records for around 70,000 employees. It is assumed that records are already kept for 50 per cent of employees.

22. For the purpose of the costs estimates, the assumption is that these record-keeping requirements could directly affect around 70,000 employees.

Health assessments for night workers

23. The Labour Force Survey asks respondents whether they 'usually' work at night and if not whether they 'ever' work at night. In Spring 2002 it is estimated that around 300,000 employees usually or ever work at night in the excluded sectors covered by the HAD. It is assumed, based on data from the Multi-Purpose Survey of Employers (MPSE 1996), that approximately 30 per cent of these workers already

receive the appropriate health assessments. Bearing in mind that this estimate is for the whole economy, the extent to which this underestimates the number of health assessments already received by workers in the excluded sectors will be the extent to which the estimates of the number of people affected is an over estimate.

24. For the purpose of costs estimates it is assumed that 210,000 employees who do not currently receive a health assessment would be entitled to one.

Estimated compliance costs

25. The estimated compliance costs of the HAD is £170 million per annum. Table 1 above and Table 2 in Annex B provide more information.

Wage rates

26. The cost figures are based primarily on current daily and hourly wage rates that are taken from the most current source of information on wage rates, the 2001 New Earnings Survey (NES 01). Apart from the exceptions detailed below all the estimated costs are based on average gross hourly earnings for full time employees (including overtime and those unaffected by absence). These wage rates were derived for the different sectors in question and were used to calculate the estimated compliance costs of the HAD.

27. For the transport sector, average gross hourly wage rates for non-mobile and mobile workers were calculated at £10.95 and £8.28 respectively. For offshore oil and gas workers, a wage rate of £19.80 per hour was used (which is the wage rate for all oil and gas workers). For junior doctors, an estimated wage rate of £23.15 was used in the calculations of compliance costs. An adjustment was made to the junior doctor wage rate (to arrive at the above rate) as the NES 01 could only provide an estimate for medical practitioners as a whole. Earnings information from the Labour Force Survey allowed us to estimate the hourly rate for those medical practitioners working towards a qualification compared to all medical practitioners. Based on this information, the medical practitioner wage rate from the NES was adjusted downwards by 14 per cent to make allowance for the fact that junior doctors are paid less than consultants.

28. Wage rates for annual leave entitlement exclude overtime, but again are from the NES 01. A downward adjustment was made to these overall earnings figures (by one third for full time workers and 15 per cent for part time workers) as workers with low paid leave entitlement are more likely to have lower earnings than those who have higher amounts of annual leave entitlement.

29. The costs in this assessment also include non-wage labour costs. The non-wage labour costs are estimated to increase the cost of an additional employee by 22 per cent. This figure is based on the UK Labour Cost Survey 1992¹, and includes employers NI and pension contributions, as well as expenditure on redundancies, training and benefits in kind.

¹ Employment Gazette, September 1994

Minimum daily and weekly rest periods

30. The cost figure is derived by adding together all the Labour Force Survey-reported working time inconsistent with the basic exercise of entitlements to daily and weekly rest periods in each of the sectors affected by the HAD. It is assumed that:

- (a) employers will bear half the cost of reducing working hours to provide the entitlements with the remainder carried by loss of earnings and some increases in productivity;
- (b) averaging weekly rest period entitlement over a period of at least 14 days will reduce the impact of these requirements by 25 per cent;
- (c) no additional cost arises from the provision of in-work rest breaks, as firstly, the regulations do not place an obligation on the employer for these breaks to be paid; and secondly, it is assumed that employers will be able to rearrange working practices to ensure that rest breaks cause negligible disruption;
- (d) a notional reduction in costs of five percent can be made in respect of the disapplication of these entitlements to employees doing work whose specific characteristics mean that their working time is not, or cannot be measured, or is determined by the worker themselves.

31. For the purpose of the cost estimates, the assumption is that the daily and weekly rest breaks requirements would cost approximately £122 million per annum.

Working time limits for night workers of 8 hours per day

32. The cost estimate is derived by adding together the weekly hours worked by self-identified 'night workers' which would exceed the number of hours which workers will be able to work 'at night' as specified in the regulations. It is assumed that:

- a) employers will bear half the costs of reducing working hours in order to comply with the regulations, with the remainder being made up from loss of earnings for employees and some increased productivity; and
- b) the effect of averaging night time working hours over a period of up to four months will reduce by 50 per cent the number of hours which would otherwise be a breach of the limit set by the regulations;
- c) a notional reduction in costs of five percent can be made in respect of the disapplication of these entitlements to employees doing work whose specific characteristics mean that their working time is not, or cannot be measured, or is determined by the worker themselves;
- d) the number of night workers has been weighted according to whether they always work at night or only on some occasions, (e.g. shift workers) in order to avoid overestimating this aspect of the Regulations.

33. For the purposes of the cost estimates, the assumption is that the restrictions on night working for more than 48 hours per week would cost approximately £23 million per annum.

Minimum paid annual leave

34. The following estimate assumes an entitlement to 4 weeks paid annual leave including bank holidays. The cost estimate assumes that;

- a) the full cost of providing this entitlement will be carried by employers;
- b) granting any extra paid leave can be planned so as to avoid costs which would otherwise arise from having to pay overtime or to recruit temporary workers;
- c) the average earnings of those benefiting from the entitlement are likely to be lower than the workforce in general. (This assumption is supported by data from the Spring 2002 LFS).

35. For the purpose of the cost estimates, the assumption is that the provisions of an entitlement to 4 weeks paid annual leave for those in the sectors covered by the HAD would cost approximately £20 million per annum.

Weekly Working time limits

36. The working time regulations require employers to ensure that adult workers do not work more than 48 hours a week unless the worker agrees with their employer to disapply this limit. In addition, there is a requirement that employers must keep records of employees working over an average of 48 hours per week, which will impose some costs. The 48 hours a week limit will apply to the excluded sectors of activity apart from junior doctors where it will be 58 hours a week on average starting from 1 August 2004, reducing to 56 hours from 1 August 2007, 52 hours from 1 August 2009 and 48 hours by 1 August 2012. As well as this, employers in the other sectors will also be able to take advantage of increasing the averaging period up to 52 weeks with a collective or workforce agreement.

37. For cost purposes it is assumed that:

- a) most employees currently working over an average of 48 hours per week will continue to be willing to do so;
- b) a notional reduction in costs of five percent can be made in respect of the disapplication of these entitlements to employees doing work whose specific characteristics mean that their working time is not, or cannot be measured, or is determined by the worker themselves.

38. Accordingly, a notional cost of £0.05 bn per annum was attributed in the 1998 RIA to cover situations where such an opt-out agreement does not apply and work has to be reorganised to ensure that the limit is observed, such as the reorganisation of

shift patterns. This notional cost for the whole economy was apportioned to the sectors covered by the HAD based on the number of workers in the sectors covered. As such a notional cost of £1.5 million per annum was attributed to the sectors covered by the HAD.

39. It is also assumed that half of all establishments already record the working time of their employees. It is also estimated that approximately 10 per cent of those establishments which do not currently record 'working time' may need to set up some form of record keeping system, in order to record the 'working time' of those workers who agree to work over an average of 48 hours per week. It is estimated that, on average, this will cost around £200 per establishment. On this basis, it is assumed that the record keeping requirement associated with the maximum weekly working time limits would cost £0.8 million for the sectors covered by the HAD.

40. For the purpose of the cost estimates, it is assumed that this aspect of the regulations would cost around £2 million for the sectors covered by the HAD.

Health assessments for night workers

41. The cost estimate for health assessments for night workers assumes that:

- a) thirty per cent of those who 'ever' work at night currently receive an assessment of the kind to which they will be entitled (based on responses to the MPSE 1996);
- b) fifty per cent of those ever working at night will take up their entitlement once the HAD is in force; and
- c) the average cost of an health assessment will be around £30, and will be available annually.

42. For the purposes of the cost estimates, the assumption is that providing health assessments for night workers would cost approximately £3 million per annum.

Table 1

Numbers of workers benefiting from the regulations (000's)

	All sectors of economy (numbers benefitting from WTR)	Excluded sectors effected by HAD	Whole transport Sector	Mobile transport	Non-mobile transport sector	Offshore workers	Junior Doctors
Minimum daily and weekly rest periods	2,250	120	100	40	60	10	10
Working time limits for night workers of 8 hours per day	240	20	*	*	*	*	*
Minimum paid annual leave	1,550	50	*	*	*	*	*
Working Time limits of 48 hours per week	2,470	160	140	60	80	10	10
Health assessments for night workers	3,650	210	180	70	110	10	10

* Sample size too small for reliable estimate

Table 2

Estimated Compliance Costs (per annum) (£m)

	All sectors of economy (cost of WTR)	Excluded sectors effected by HAD	Whole transport Sector	Mobile transport	Non-mobile transport sector	Offshore workers	Junior Doctors
Minimum daily and weekly rest periods	1,610	121	66	23	43	32	23
Working time limits for night workers of 8 hours per day	210	23	*	*	*	*	*
Minimum paid annual leave	480	20	*	*	*	*	*
Working Time limits of 48 hours per week	60	2	2	1	1	0.1	0.1
Health assessments for night workers	50	3	3	1	2	0.2	0.2
Total	2,410	170	100	38	62		

* Based on sample sizes that are too small for reliable estimates