



DORSET CARE
ASSOCIATION

SHIVA
FOUNDATION

Hours of Work

Skilled care workers on visas are required to work at least **37.5 hours** every week. However, you shouldn't work more than an average of **48 hours** per week.

If you travel as part of your job, for example if you care for people in their homes, you should count time spent travelling as working time. You can [check if you're working more than the 48-hour limit](#).



If you don't have enough hours

If you aren't given enough hours you should talk to your employer to resolve the problem. You may still be entitled to be paid for the hours you were supposed to work, even if there was no work.

Your employer might be giving you fewer hours because they don't have enough work for you. You can find out what to do in this situation [here](#). If they don't have enough work for you they must tell the Home Office within 20 days. The Home Office may then decide to end your Health and Care Worker visa early.

If you are working too many hours

It doesn't matter what your contract says or if you don't have a written contract, you cannot work more than 48 hours a week. Your employer might ask you to sign an agreement to opt out of the 48-hour limit, but even if you sign it you can cancel it at any time.

If this is the case, you should talk to your employer about it or raise a grievance. Find out more [here](#).

Rest breaks

It is also important to note that if you work for more than six hours in a day are entitled to a rest break of at least 20 minutes, which you must be allowed to take during the workday rather than at the beginning or end. Your contract might say you're entitled to more than these rest breaks, for example you might get an hour for a lunch break.

If you're aged 18 or over, you're also entitled to:

- 11 hours rest between each working day
- 1 rest day in each working week - this could be averaged out over 2 weeks, so you'd be entitled to 2 days off in a fortnight.

Travel time and pay

You are entitled to compensation for all travel time related to your job, excluding the commute from your home to your workplace. This includes travel between assignments or clients, waiting for public transport connections, delays while collecting goods or preparing for a job, commuting from work to training sessions (excluding travel from home to training), or waiting to meet someone in the context of your work duties. The only exception to this rule is if you are on a designated rest break.



Additional work

You can also work up to 20 hours a week in another job or for your own business without updating your visa so long as the work you do is either:

- in the same [occupation code](#) and at the same level as your main job
- in a [shortage occupation](#)