

Breaks Policy

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Breaks Policy

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Breaks Policy

INTRODUCTION

Most workers have the right to take breaks, but whether or not you are paid for them depends on the individuals' terms and conditions.

To support the individual's health and well-being BrisDoc supports and encourages everyone to take their breaks in line with this policy.

How much break time do I get?

There are minimum rest breaks set out in the Working Time Regulations with which BrisDoc are compliant. The regulations can be found on the uk.gov website - [Rest breaks at work: Overview - GOV.UK \(www.gov.uk\)](https://www.gov.uk/rest-breaks-at-work)

Break times should be negotiated with on shift managers as required and/or recorded within appointment systems accordingly to avoid adverse patient experience. Where continuous cover is required (e.g., reception/host/etc.) agreement with on shift managers is mandatory and flexibility is appreciated.

Smoking Breaks

BrisDoc will provide a non-smoking environment for all staff.

Additional smoking breaks are not allowed and should be during normal break times. There will be no smoking on the premises or on the grounds at any time. It is NHS policy that smoking is prohibited in any of their buildings or grounds.

Staff are expected to uphold the values of BrisDoc as a healthcare provider, and any smoking during breaks must take place off site and well out of view of the public, particularly when wearing uniform.

As a Healthcare provider, BrisDoc encourages and supports staff to give up smoking.

Taking breaks

It is recommended that you have your statutory rest breaks, as they are there to protect your health and safety.

Discretionary Breaks

If a member of staff requires an additional break, or they are not working over six hours, it will be the on-shift manager's decision as to whether the break is allowed or not depending on the reason for the request. The on-shift manager is not obliged to agree to a break unless not taking it will affect the members of staff's health and safety.

In these circumstances the on-shift manager should share the situation with the staff members line manager in case further support is needed.

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Change Register

Date	Version	Author	Change Details
24.01.09	Draft template	S Brown	
February 2010	V1	S Brown	
August 2013	V1	B Dickinson	Reviewed and approved
May 2022	V1.1	L Grinnell	Review and updates