

# Spotlight

on Health & Safety



## Work Your Proper Hours Day

Work Your Proper Hours Day 1st March 2013 is the day when the average person who does unpaid overtime finishes the unpaid days they do every year, and starts earning for themselves. We think that's a day worth celebrating.

Over five million people at work in the UK regularly do unpaid overtime, giving their employers £29.2 billion of free work in 2011 alone. If you're one, why not take some time to reflect on how well (or badly) you're balancing your life? This is one day in the year to make the most of your own time. Take a proper lunch-break and leave work on time to enjoy your Friday evening - You deserve it! Long hours are not good for us; they cause stress; they're bad for our health; they wreck relationships; they make caring for children or dependents more difficult; and tired, burnt-out staff is bad for business.

Work Your Proper Hours Day for 2013 will be 1 March, but your own pay day may come earlier or later, depending on the hours you work above your contracted hours. A quarter of a

million more workers in their late 50s and early 60s did unpaid overtime in 2011 than in 2001. Fears about a loss of income after retirement mean that more people are working past their traditional retirement age. This is leading to older workers doing unpaid overtime. The likelihood of doing unpaid overtime increases the longer someone has been in their job. Workers who have been in the same post for at least ten years are twice as likely to work unpaid overtime (25%) as those who have been working for less than a year (12.5%). Workers in their late 30s are still the most likely to work unpaid overtime, with only one in four employees in this age bracket (26.6%) regularly putting in extra hours for free. If you do get some free time try the WorkSmart quiz or the Breaktime game.