

Working as a (Parcel) Delivery Driver - Know Your Rights!

Employment Contract:

It is important that you thoroughly review your employment contract. Pay attention to who your employer is, whether you are required to wear specific work clothing, what equipment you are expected to use (such as a vehicle or scanner), where you will be working, and your working hours.

Working Hours:

You may work up to 8 hours a day from Monday to Saturday. In exceptional cases, this can be extended to 10 hours, provided that the average returns to 8 hours over a 6-month period. After your shift, you are entitled to 11 hours of rest. All tasks related to your job, such as vehicle maintenance or loading and unloading, count as paid working time.

Driving Time:

If you are driving a vehicle weighing 2.8 tons or more, you must adhere to driving time regulations. This includes waiting periods, such as when loading. Delivery time is not counted as driving time since you leave the vehicle.

- Daily driving time: Maximum 9 hours (up to 10 hours allowed twice per week)
- Weekly driving time: Maximum 56 hours
- Driving time over two consecutive weeks: Maximum 90 hours



Break Time:

If you work between 6 and 9 hours, you are required to take a 30-minute break. If you work more than 9 hours, you need a 45-minute break. Breaks can be divided into intervals of 15 minutes. Driving time must be interrupted for 45 minutes after 4.5 hours.

Vacation:

You are entitled to paid vacation. If you work 5 days per week, you are entitled to at least 20 vacation days. If you work 6 days per week, you are entitled to 24 vacation days.

Minimum Wage:

You must earn at least €12.41 gross per hour (as of 2024). Every hour of work must be paid.

Compensation for Damages:

If you cause damage, for example, if a package is lost, your employer cannot simply deduct it from your wages. You are liable based on the degree of your fault. Additionally, there is a portion of your wages that cannot be withheld under any circumstances (garnishment exemption limit).

Important!

Always record your working hours yourself. It's best to take photos of your duty roster and time records. Always compare your notes with the hours on your payslip.

