

ID	2
What is your name?	
Which best describes you? - Response Category	Other
Which best describes you? - If other please specify	Agency locum worker
If you are responding as an individual, what best describes your employment status? - Employment status	Self-employed
How would you classify your organisation/the organisation you work for? - Organisation type	Other
How would you classify your organisation/the organisation you work for? - other	Agency worker in the public sector
If you are an employee/worker or an employer, how many people work for your organisation? - Size of employer	Medium-sized business (50-249 employees)
If you represent employers or employees/workers, who do you represent? - Representatives	Other
If you represent employers or employees/workers, who do you represent? - If other please specify	N/A
Are you happy for your response to be published?	Yes, but without identifying information
How did you hear about this consultation?	Email from elsewhere
How did you hear about this consultation? - Other	Daniel Barnett blog
Section 1: Improving the transparency of information provided to work seekers	
To what extent would you agree that a 'key facts' page would support work seekers in making decisions about work? - Opinion on key facts	Disagree strongly
To what extent would you agree that a 'key facts' page would support work seekers in making decisions about work? - What key facts should be made prominent	
To what extent would you agree that a 'key facts' page would support work seekers in making decisions about work? - Reasons for disagreement	Agency workers are more concerned with getting hired and keeping periods without work to a minimum. Information and rights are of no concern and increasing rights is likely to be counter productive
Thinking about work seekers and employers in the recruitment sector, would ensuring work seekers are provided with a key facts page have a: - Please select an option - Individual work seekers	No impact
Thinking about work seekers and employers in the recruitment sector, would ensuring work seekers are provided with a key facts	Significantly negative impact

page have a: - Please select an option - Employers in the recruitment sector	
What information would be important to include in a "key facts" page? - Please type your response in the box below.	I don't think workers would want it.
What conditions should be in place to ensure the 'key facts' page is provided and understood by the work seeker before any contractual engagement?	None - I think it will do more harm than good.
Should an employment business be required to ensure that the work seeker understands fully the information being given to them?	No
Should an employment business be required to ensure that the work seeker understands fully the information being given to them? - If yes, how do you think this should be achieved?	
Do you feel an hour is an accurate estimate of the time it would take to produce information document for a work seeker? - Time taken to produce an information document	Too high
Do you feel an hour is an accurate estimate of the time it would take to produce information document for a work seeker? - If too high or too low, please provide reasons for your answer:	I consider it a waste of time and money. It probably won't be read.
Other than the time taken by personnel to produce a "key facts" document, are there other business costs we should be aware of? - Other business costs	Don't know
Other than the time taken by personnel to produce a "key facts" document, are there other business costs we should be aware of? - If you answered yes please provide details	
Section 2: Extending the Remit of the Employment Agency Standards inspectorate to cover umbrella companies and intermediaries in the supply chain	
Have you or are you currently using an umbrella/intermediary?	No
Have you or are you currently using an umbrella/intermediary? - If so, for what reason?	I have in the past but since April 2016 locus working in the public sector are taxed as employees. I no longer have the deduction - travel and subsistence - that would make their fees worthwhile and pay my professional subscription out of taxed income rather than self assess.
Do you know of any examples of the benefits and/or problems for agency workers of using an umbrella company or intermediary?	They are more or less non existent now for workers in the public sector. The April 2016 changes to IR35 rendered them unnecessary and I work under agency PAYE rather than self assess.
Should the extension of the remit of the Employment Agency Standards inspectorate	No

to cover the regulation of certain activities of umbrella companies and intermediaries in the supply of work seekers to a hirer - Be limited to the regulation of the key facts page and provision of information relevant to those facts as part of a work offer by the hirer or employer?	
Should the extension of the remit of the Employment Agency Standards inspectorate to cover the regulation of certain activities of umbrella companies and intermediaries in the supply of work seekers to a hirer - Be aligned to the regulation of the types of employment rights already regulated by EAS under the current legislative framework such as non-payment of wages, deductions from wages which the work seeker has not agreed too, and failure to provide written terms and conditions before the assignment starts?	No
Should the extension of the remit of the Employment Agency Standards inspectorate to cover the regulation of certain activities of umbrella companies and intermediaries in the supply of work seekers to a hirer - Please provide reasons for your answer below	The less the sector is regulated the easier it will be to get work. Most temps would not dream of claiming AWR rights but would rather be sure of being invited back in the future.
Thinking about work seekers and employers in the recruitment sector, what impact would ensuring umbrella companies provide work seekers with a key facts page have on: Individual work seekers	No impact
Thinking about work seekers and employers in the recruitment sector, what impact would ensuring umbrella companies provide work seekers with a key facts page have on: Employers in the recruitment sector	Significantly negative impact
Thinking about work seekers and employers in the recruitment sector, what impact would ensuring umbrella companies provide work seekers with a key facts page have: Please provide reasons for your answers below	The workers want to be hired; the employers don't want the hassle.
Thinking about work seekers and employers in the recruitment sector, what impact would extending the regulations of the Employment Agency Standards inspectorate to cover umbrella companies have on: Individual work seekers	No impact
Thinking about work seekers and employers in the recruitment sector, what impact would extending the regulations of the	Significantly negative impact

Employment Agency Standards inspectorate to cover umbrella companies have on: Employers in the recruitment sector	
Thinking about work seekers and employers in the recruitment sector, what impact would extending the regulations of the Employment Agency Standards inspectorate to cover umbrella companies have on: Please provide reasons for your answer below	See 7a above.
Section 3: Ensuring the Swedish Derogation is used appropriately	
Have you used or are you currently using a pay between assignments contract (PBA)?	No
In your experience what are the benefits and any problems associated with working on a PBA contract basis?	None save that in some sectors it increases your chance of getting hired. The pay between assignments is nothing like holiday pay.
In your experience, how effective do you think pay between assignments contracts are in supporting workers and work seekers when they are not working?	Not at all effective
Do you have evidence that there are wider issues (beyond equal pay) with PBA contracts, for example agency workers not being able to access to facilities, rest break, annual leave or job vacancies?	I work in an office so many of these are not an issue. I would object to being compelled to take an unpaid break because all it does is lengthen the day. The one individual who demands a break often ends becoming very unpopular with their colleagues as either they lose pay completely or have to work longer to be paid for their contracted hours.
Do you believe that that the above issues would justify wider state enforcement?	No
Do you believe that that the above issues would justify wider state enforcement? - reasons	We need much less State interference with freedom of contract. US business recovers quickly after a down turn because they are willing to hire. Far fewer rights would mean more jobs.
To what extent do you agree that enforcement of the Agency Worker Regulations 2010 should come within the remit of the Employment Agency Standards Inspectorate?	Disagree strongly
To what extent do you agree that enforcement of the Agency Worker Regulations 2010 should come within the remit of the Employment Agency Standards Inspectorate? - Please provide reasons for your answer below	They do not benefit agency workers and should be abolished
Any further comments? - Please provide any further comments in the box below.	Employment is an area where the law of unintended consequences operates to a very great extent. The more rights that are given, the less likely firms are to offer contracts of employment.

	<p>I also think gender pay reporting should be scrapped, plus the equal value and rated as equivalent components of equal pay.</p> <p>Also, pregnant women should go into redundancy pools.</p>
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