

ID	13
What is your name?	
Which best describes you? - Response Category	Individual
Which best describes you? - If other please specify	
If you are responding as an individual, what best describes your employment status? - Employment status	Employed
How would you classify your organisation/the organisation you work for? - Organisation type	Private sector organisation
How would you classify your organisation/the organisation you work for? - other	
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	Am part of supply teacher network group, trying to improve pay and conditions.
Are you happy for your response to be published?	Yes, but without identifying information
How did you hear about this consultation?	
How did you hear about this consultation? - Other	Supply teacher social media Group on Facebook
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 slightly
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	Although these factors are important I don't see how they are directly relevant to improved rights or pay for agency workers.
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	Don't know
Thinking about work seekers and employers in the recruitment sector, would ensuring work seekers are provided with a key facts	Don't know

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.	Employment rights, e.g. access to occupational pension scheme and if not then they should have a comparable provision, decent level of holiday and sickness pay, access to training which is provided directly by and paid for by the employer, a breakdown of where the agency fee goes, how they calculate and deduct tax.
What conditions should be in place to ensure the 'key facts' page is provided and understood by the work seeker before any contractual engagement?	As above.
Should an employment business be required to ensure that the work seeker understands fully the information being given to them?	Yes
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?	A face to face meeting which outlines in detail the conditions of employment and has some room for accommodating what the work seeker requests within reason.
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	About right
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:	
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?	Don't know
Have you or are you currently using an umbrella/intermediary? - If so, for what reason?	
Do you know of any examples of the benefits and/or problems for agency workers of using an umbrella company or intermediary?	I have no idea how they work and have been told that they are a rip off.
Should the extension of the remit of the Employment Agency Standards inspectorate	Yes

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?	Yes
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	I've had several large demands for tax from hmrc, even though I have had tax deducted through PAYE when working for agencies. I am being paid a tiny daily wage compared to colleagues who are directly employed and doing the same job, and paying huge amounts of tax. Hmrc say I have to pay it and last time I tried to contact them I was cut off having hung on for ages, before even speaking to a human being. There is no clarification regarding umbrella companies at the moment and I'm sure I'm being ripped off, but have no idea who is to blame!
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	Some negative and some positive 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	
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	I see no reason why these companies need to exist. It seems to be a further erosion of workers pay and rights.
Thinking about work seekers and employers in the recruitment sector, what impact would extending the regulations of the	Small positive impact

Employment Agency Standards inspectorate to cover umbrella companies have on: Individual work seekers	
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: 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	Hopefully they would uncover malpractice and do something about it.
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?	
In your experience, how effective do you think pay between assignments contracts are in supporting workers and work seekers when they are not working?	Don't know
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?	
Do you believe that that the above issues would justify wider state enforcement?	Not Answered
Do you believe that that the above issues would justify wider state enforcement? - reasons	
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?	Agree 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	My personal experience would indicate that this does not exist in my field of work - supply teaching. If they think they will have to pay to scale they will tell you your contract is finished and employ someone cheaper!
Any further comments? - Please provide any further comments in the box below.	So, AWR is a myth and when it does happen it's nowhere near to pay scale. I worked long-term for 3 years and asked about AWR pay after 3 months as per my contract. I was given a rise from £85 to £95 - should be getting £150+ according to scale. I

	left when I was asked to take on further responsibilities. I said I would if they gave me a contract and paid to scale; they refused. After I left they took on a newly qualified teacher - much cheaper - and gave her a contract straightaway!!
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