

ID	4
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	Unemployed- Looking for work
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	Not working at present
If you are an employee/worker or an employer, how many people work for your organisation? - Size of employer	
If you represent employers or employees/workers, who do you represent? - Representatives	
If you represent employers or employees/workers, who do you represent? - If other please specify	
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	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	Agree 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	Who to contact outside of the company who a worker can turn to ie ACAS, ICO, CAB etc
To what extent would you agree that a 'key facts' page would support work seekers in making decisions about work? - Reasons for disagreement	
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	Significantly positive impact
Thinking about work seekers and employers in the recruitment sector, would ensuring work seekers are provided with a key facts	Some negative and some positive 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.	If the company you will be working for is linked, or connected to, any other companies - or who the 'parent' company is.
What conditions should be in place to ensure the 'key facts' page is provided and understood by the work seeker before any contractual engagement?	A signed 'tear' section to be kept by the employer. Or if received electronically, kept with other electronic documentation for the employee.
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?	Translated into various languages.
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	Yes
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	Printing & translation costs
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?	
Do you know of any examples of the benefits and/or problems for agency workers of using an umbrella company or intermediary?	My grandson went through an umbrella company (orange something) and when he had a problem with his pay he couldn't get a straight answer from either his agency or the umbrella company. He wasn't told that paying a reduced rate of tax and National Insurance would effect his state pension later in life.
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?	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	The umbrella companies seem to be able to do what they want and they can't be touched. These companies need to be held accountable.
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	Significantly 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	Small 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	It would help work seekers know what the pros and cons of using this type of pay service would be. Employers in the recruitment industry would have to ensure that they can offer PAYE or risk the work seeker not registering with them.
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	Significantly positive impact
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: 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	The recruitment sector is already regulated and those agencies not using an umbrella company will know that they would be on a level playing field with those that do.
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?	Haven't been paid by this method, but I should imagine that it would have a very detrimental impact on an agency, especially if a worker isn't that good.
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?	No
Do you believe that that the above issues would justify wider state enforcement?	Don't know
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?	Don't know
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	I don't know enough about Agency Worker Regulations.
Any further comments? - Please provide any further comments in the box below.	