

ID	5
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	Not looking for work - other
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	Large-sized business (250+ employees)
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
How did you hear about this consultation?	
How did you hear about this consultation? - Other	Forum
<b>Section 1: Improving the transparency of information provided to work seekers</b>	
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	<p>All possible deductions from wages and percentage agency receive.</p> <p>Legal undertaking to be paid for ALL hours worked, not rounding down hours worked.</p> <p>If booking cancelled AFTER arriving still getting paid, not workers fault is it?</p> <p>Making it illegal to insist you must be an umbrella company to circumvent corporate tax obligations, fine the company, strike off directors or make them legally liable.</p>
To what extent would you agree that a 'key facts' page would support work seekers in making decisions about work? - Reasons for disagreement	Personal experience of ALL the above
Thinking about work seekers and employers in the recruitment sector, would ensuring work seekers are provided with a key facts	Significantly positive impact

page have a: - Please select an option - Individual work seekers	
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 - Employers in the recruitment sector	Some negative and some positive impact
What information would be important to include in a "key facts" page? - Please type your response in the box below.	Any signature to a contract from an employment business MUST have a cooling off period as usually you HAVE to sign on the spot and as you will be lied to, coerced or even blackmailed to signing ( try it undercover it is widespread) State that it is a legal requirement for PPE is to be provided FREE and at no cost to any worker, this to include the Agencies favourite excuse it's a deposit. Any so called training, legally required or not MUST be paid by Employer/Agency and worker has to be paid to attend, not the excuse of " if you don't attend a X amount of hours in house training you won't be employed by x firm"
What conditions should be in place to ensure the 'key facts' page is provided and understood by the work seeker before any contractual engagement?	Must be a legal obligation and rigoursly enforced. ALL discrimination is investigated by BEIS, this goes for the white British worker just as much as any other race. Three strikes and directors banned. False claims of available work to be outlawed.
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?	See above answer, no pulling the wool over the eyes.
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	No
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	
<b>Section 2: Extending the Remit of the Employment Agency Standards inspectorate to cover umbrella companies and intermediaries in the supply chain</b>	
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?	Tax fiddle by agencies, workers pressurised and worker always liable, never the Agency. Another way to erode worker's rights.
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 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	See Above
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	Don't know
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	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: Please provide reasons for your answers below	Never known an umbrella company to have any other workers
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	Some negative and some positive impact
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	Don't know
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	Umbrella company another name for an employer to cheat on the tax system, not paying Minimum Wage National Ins, Holiday Pay, Sick Pay the list is endless.
<b>Section 3: Ensuring the Swedish Derogation is used appropriately</b>	
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?	Never sure of weekly earnings when working, as usually the Agency will miscalculate the amount to be paid then making you wait for legally entitled pay, make them pay ALL Wages correctly any bank or ANY costs incurred by worker they are liable for. A very common problem - no excuse in computer age.
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?	Yes
Do you believe that that the above issues would justify wider state enforcement? - reasons	Go undercover or send a reporter in undercover and see for yourselves.
To what extent do you agree that enforcement of the Agency Worker	Agree strongly

Regulations 2010 should come within the remit of the Employment Agency Standards Inspectorate?	
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	Agency workers treated like S**t
Any further comments? - Please provide any further comments in the box below.	<p>Use unannounced spot checks.</p> <p>Taskforce in Peterborough knew of BEIS visit beforehand and kept incomplete/ not updated workers file away from them, mine was one of them!</p> <p>Why have 3 out of the 4 Agencies I have worked for, have I had to take to small claims court for non payment of wages?</p> <p>And what has happened to them to discourage this illegal behaviour? Nothing!!!</p> <p>Enforce ALL current Employment Laws especially Wage Slips, NOWHERE in law does it say it does not apply to agencies or that it can only be provided by Email, this was done by Taskforce in Peterborough AND an email address was opened with MY details WITHOUT my permission breaching Data Protection Laws, all I got was a snotty apology-means NOTHING, free to do it again with impunity.</p>

