

ID	16
What is your name?	
Which best describes you? - Response Category	Other
Which best describes you? - If other please specify	Contracting Consultant/Work Seeker
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	Other
How would you classify your organisation/the organisation you work for? - other	Limited Company
If you are an employee/worker or an employer, how many people work for your organisation? - Size of employer	Micro-business (0-9 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	Limited company
Are you happy for your response to be published?	Yes, but without identifying information
How did you hear about this consultation?	Email from BEIS
How did you hear about this consultation? - Other	Actually heard of this directly from contacting BEIS to report a breach of the regulations. This document so far is badly worded and likely to confuse. The questions do not cover contractor limited companies with 1 employee who is the director of the comp
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	As a contractor, I am aware that there is legislation. Have I read it before applying for contract roles? - No. (nb: I have read it now). As a contractor, I am focussed on getting work to get money. The duplicity of Agencies and their convoluted contract
Thinking about work seekers and employers in the recruitment sector, would ensuring work seekers are provided with a key facts	No 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	No impact
What information would be important to include in a "key facts" page? - Please type your response in the box below.	It is irrelevant to contractors who work on a fixed term contract through a limited company on a daily rate.
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, it is simply red-tape.
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:	There is, I assume, to be a standard template produced by the Government. Attaching that to an offer of contract takes 5 seconds. For other workers who are not limited companies and are not provided with work via email, copies of the template style docume
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	Look, this whole section is loaded. You are requesting responses ONLY where the person agrees that a key facts document needs to be published. This whole consultation is very limited in scope, I'm not happy with it, nor with the conclusions that are like
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?	Yes
Have you or are you currently using an umbrella/intermediary? - If so, for what reason?	This page on umbrella companies is plain wrong. Firstly you commence with stating it is for Umbrella companies/intermediaries, then you say

	<p>'This set of questions seeks views on whether the regulation of umbrella companies by EAS would improve working conditions for work seekers.'</p> <p>After which, you continue on with umbrella company or intermediary?</p> <p>Which is it? I would assume intermediary to be an Agency supplying my services under contract to the hirer/client, but there is no framing of this in this questionnaire.</p>
<p>Do you know of any examples of the benefits and/or problems for agency workers of using an umbrella company or intermediary?</p>	<p>If we are talking about agencies being the intermediary, then yes I do know personally of problems.</p> <p>Agencies regularly use the fact that they have got the work seeker accepted by an employer in order to enforce the terms of the contract. The work seeker has no ability to change this - either accept the contract or don't have the work.</p> <p>More often than not, the agency delays the presentation of the draft contract until the work seeker has been for an interview and has been accepted. I have been contracting for 20 years and am absolutely disgusted with agencies.</p>
<p>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?</p>	<p>No</p>
<p>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?</p>	<p>No</p>
<p>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</p>	<p>The Employment Agency Standards inspectorate should not be limited because it makes them no more than a paper-pusher in the employment process. They have very little power in real-terms to monitor and manage agencies.</p>

	What is the point of the Employment Agency Standards inspectorate being aligned to the regulation under the current framework if that framework is perfunctory and failing to achieve the desired outcome?
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	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: Please provide reasons for your answers below	As per employers in the recruitment sector. Key Facts are just red tape.
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 Employment Agency Standards inspectorate to cover umbrella companies have on: Employers in the recruitment sector	Small 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: Please provide reasons for your answer below	Removing the employment status of a contractor to a 3rd party umbrella company still subjects the contractor to the draconian terms and conditions of the agency. Additionally, the tax merits of using umbrella companies are negated by HMRC reviewing their
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?	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?	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	Seems to be a logical extension of the Inspectorate and reduces costs and unnecessary bureaucracy.
Any further comments? - Please provide any further comments in the box below.	I am extremely unhappy with this consultation form, which skews the answers and limits the responses.

