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| ID  | 10  |
| 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   |   |
| How would you classify your organisation/the organisation you work for? - Organisation type   |   |
| How would you classify your organisation/the organisation you work for? - other   | Supply Teacher-Agency   |
| 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  | An agency worker interest group   |
| 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 Supply Teacher support group   |
| <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 | Agencies should be paying their workers a fair wage. There should be a payscale for agencies to abide by. That would be a good fact to create.<br>Other facts<br>What tax do we pay<br>What support or benefits are we entitled to if jobs are sparse<br>Holiday pay<br>Pension |
| 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                              | Significantly positive impact   |

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| 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 |   |
| What information would be important to include in a "key facts" page? - Please type your response in the box below.   | As mentioned in above box. At the moment we have to put our trust in the agencies.  |
| What conditions should be in place to ensure the 'key facts' page is provided and understood by the work seeker before any contractual engagement?  | When you go for an interview at an agency they would have to present you with the fact page before you begin would be one idea.                   |
| 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?                         | At the beginning of all agency interviews we are made to do something similar regarding their own policies. This one should be on top of the list |
| 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                                |   |
| <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?  | Apparently as well as the agency getting paid lots for your teachings skills the umbrella gets a big cut too. No thanks                           |

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| 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?   | Don't know |
| 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? | Don't know |
| 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  |            |
| 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  |            |
| 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   |            |
| 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   | Don't know |

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| 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 |   |
| <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?   |   |
| 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                                    | At the moment we are alone on this. Agencies make there own rules. Charging schools high rates but teachers being paid low amounts. I do not expect to be paid what I was paid as a permanent teacher as my workload is considerably less. However if I teach a |
| Any further comments? - Please provide any further comments in the box below.  |   |