

ID	35
What is your name?	
Which best describes you? - Response Category	Charity or social enterprise
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	
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
How did you hear about this consultation?	Email from BEIS
How did you hear about this consultation? - Other	
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	Strongly agree that work seekers should be given this in a simple and easy to understand format. At SAFERJobs we see a lot of reports from work-seekers where they do not know who is their employer. The Key Facts Page should include links to bodies that can provide advice and guidance on employment rights.
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 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.	Where to get free help (eg SAFERJobs) and BEIS/ACAS – Pay, who employs them, leave, and other employment rights. How to assert these rights and where to go when it goes wrong. Be clear about what is meant by opting
What conditions should be in place to ensure the 'key facts' page is provided and understood by the work seeker before any contractual engagement?	Written in simple, clear to understand language. in and/or out. Be clear about what the work-finding service is and what the agency will be doing for the work-seeker. The document should be explained to the work-seeker and the work-seeker should be asked
Should an employment business be required to ensure that the work seeker understands fully the information being given to them?	Don't know
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?	The document should be explained to the work-seeker and the work-seeker should be asked to sign or agree electronically to say that it has been explained to them. Difficult to make sure they understand what is given to them, but should make sure that it is explained to the work-seeker.
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	Yes, sending of the document by post if needed. Possible need to translate into other languages.
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?	At SAFERJobs, we receive a lot of complaints from work-seekers who are not aware that they are engaged through an umbrella company

Do you know of any examples of the benefits and/or problems for agency workers of using an umbrella company or intermediary?	Yes, at SAFERJobs we receive a lot of information about pay issues. Also a lot of work-seekers being misled about the length of time they are supposed to be working for, told 6 weeks and only work 2 days. Concerns around their rights, as they do not have a route to complain about the possible abuse of their rights. There is little or no support or training for particular roles, or support for when things go wrong.
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?	No
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	Due to level of issues reported to SAFERJobs, a Key Facts Page in itself would only cover some of the issues and wider enforcement is required.
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 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:	

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	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	Above for employers should be Significantly Positive Impact but drop down did not allow for the same answer to both above questions.
Section 3: Ensuring the Swedish Derogation is used appropriately	
Have you used or are you currently using a pay between assignments contract (PBA)?	Not Answered
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?	Not Answered
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?	Not Answered
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	

Any further comments? - Please provide any further comments in the box below.

