ID	41
What is your name?	
Which best describes you? - Response	Lindividual
-	Individual
Category Which best describes you? - If other please	
specify	
· · · · · · · · · · · · · · · · · · ·	Facalariad
If you are responding as an individual, what	Employed
best describes your employment status? -	
Employment status	Di i i i i i i i i i i i i i i i i i i
How would you classify your	Private sector organisation
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	Large-sized business (250+ employees)
employer, how many people work for your	
organisation? - Size of employer	
If you represent employers or	An agency worker interest group
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	Yes, but without identifying information
published?	
How did you hear about this consultation?	Email from elsewhere
How did you hear about this consultation? -	
Other	
Section 1: Improving the transparency of info	rmation provided to work seekers
To what extent would you agree that a 'key	Agree strongly
facts' page would support work seekers in	
making decisions about work? - Opinion on	
key facts	
To what extent would you agree that a 'key	That AWR exists.
facts' page would support work seekers in	What the salary is of other workers who are
making decisions about work? - What key	permanent.
facts should be made prominent	What salary other agency workers receive.
To what extent would you agree that a 'key	V V
facts' page would support work seekers in	
making decisions about work? - Reasons for	
disagreement	
Thinking about work seekers and employers	Significantly positive impact
in the recruitment sector, would ensuring	
work seekers are provided with a key facts	
page have a: - Please select an option -	
Individual work seekers	
Thinking about work seekers and employers	
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n the recruitment sector, would ensuring	
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

page have a: - Please select an option -	
Employers in the recruitment sector	
What information would be important to	AWR
include in a "key facts" page? - Please type	
your response in the box below.	
What conditions should be in place to ensure	
the 'key facts' page is provided and	
understood by the work seeker before any	
contractual engagement?	
Should an employment business be required	Not Answered
to ensure that the work seeker understands	
fully the information being given to them?	
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	Not Answered
of the time it would take to produce	
information document for a work seeker? -	
Time taken to produce an information	
document	
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	Not Answered
produce a "key facts" document, are there	
other business costs we should be aware of?	
- Other business costs	
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	
	ment Agency Standards inspectorate to cover
umbrella companies and intermediaries in the	e supply chain
Have you or are you currently using an	No
umbrella/intermediary?	
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?	
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? 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 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 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 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 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, what impact would ensuring umbrella companies provide work seekers with a key facts page have on: 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 Thinking ab	*	
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Employers in the recruitment sector		
	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	
Section 3: Ensuring the Swedish Derogation is	used appropriately
Have you used or are you currently using a	No.
pay between assignments contract (PBA)?	140
pay between assignments contract (FDA):	NO BENEFITS! I'm a supply teacher. The agency
	only offers PBA if they can ensure you always have
	work - so they never pay when you're not
	1 ' ' '
	working. After 12 weeks if you are on a long term
	contract, you are EXPLOITED! You are stuck on
	wages below teachers' pay scale! This can go on
	for years and years. I live in South Wales - there
	are very few permanent/long term jobs for
In your experience what are the benefits and	teachers! So we are forced to work for agencies
any problems associated with working on a	which pretend PBA is a good thing by calling it a
PBA contract basis?	guaranteed work contract! Sounds good! It isn't!
In your experience, how effective do you	Not at all effective
think pay between assignments contracts are	
in supporting workers and work seekers	
when they are not working?	
	Job vacancies - agencies have a stranglehold and
	access to job vacancies is diminished because
Do you have evidence that there are wider	schools use the agencies to fill posts. They often
issues (beyond equal pay) with PBA	charge schools fees for finding the teacher.
contracts, for example agency workers not	Schools don't want to pay the fees so just use
being able to access to facilities, rest break,	another teacher through the agency - again at
annual leave or job vacancies?	below the teachers pay scale.
Do you believe that that the above issues	Yes
would justify wider state enforcement?	
	Teachers study for degrees and post graduate
	degrees, then agencies in Wales pay below the
	teachers' pay scales. We have no choice but to
	work through agencies! Pay is below England. We
	can't make a living so many try to have second
	jobs - anything from pizza delivery to waitressing
	in the evening to make ends meet! Poor morale
	and tiredness due to working two jobs has a
	negative effect on communities and children's
	learning! Being on PBA means no access to
	teachers' pension scheme. In the future teachers
	will need pension credits as they won't have a
	pension so they'll be a burden on the taxpayer.
Do you believe that that the above issues	Agencies have terrible pension schemes - 2 per
would justify wider state enforcement? -	cent! Many teachers give up here, can't carry on
reasons	and look for other better paid work.
To what extent do you agree that	Agree strongly
	Agree strongly
enforcement of the Agency Worker	

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	Agencies need regulating. Workers need to make a living and not live in poverty! Why are the wages so low. I thought we had moved on from working conditions of the Victorian era!
	Northern Ireland and Scotland have better systems! In both countries, teachers are paid on the teachers pay scale and can pay into the teachers pension scheme! Why are we forced to endure such low wages? In Wales wages are about £17 500 if supply teachers work every day of the school year. That is £5000 less than the lowest pay scale. There is no ascending pay scale for teachers in agencies so teachers are stuck on the low pay rates for many years, unless able to negotiate slightly higher. Agencies often refuse to
Any further comments? - Please provide any	raise the pay! Why can't supply teachers be paid
further comments in the box below.	directly as they were 10 years ago?

