

ID	41
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	Employed
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	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?	Email from elsewhere
How did you hear about this consultation? - Other	
<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	That AWR exists. What the salary is of other workers who are permanent. What salary other agency workers receive.
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	
What information would be important to include in a "key facts" page? - Please type your response in the box below.	AWR
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 to ensure that the work seeker understands fully the information being given to them?	Not Answered
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	Not Answered
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	Not Answered
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?	
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 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	
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	
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?	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 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 teachers! So we are forced to work for agencies which pretend PBA is a good thing by calling it a guaranteed work contract! Sounds good! It isn't!
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?	Job vacancies - agencies have a stranglehold and access to job vacancies is diminished because schools use the agencies to fill posts. They often charge schools fees for finding the teacher. Schools don't want to pay the fees so just use another teacher through the agency - again at below the teachers pay scale.
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	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. Agencies have terrible pension schemes - 2 per cent! Many teachers give up here, can't carry on and look for other better paid work.
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	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!
Any further comments? - Please provide any further comments in the box below.	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 raise the pay! Why can't supply teachers be paid directly as they were 10 years ago?

