

ID	40
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	Other
How would you classify your organisation/the organisation you work for? - other	Private Employment Agency worker working within the public sector
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	Trade Union website article
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 slightly
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	All above KeyFact examples should be implemented.
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	Small positive impact
Thinking about work seekers and employers in the recruitment sector, would ensuring work seekers are provided with a key facts	Small negative impact

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.	Include information regarding contract clauses such as how a Swedish Derogation/ pay between assignments contract works, when compared with a contract that would allow for comparable employment terms and conditions as a permanent or regular employee where the agency worker is assigned to.
What conditions should be in place to ensure the 'key facts' page is provided and understood by the work seeker before any contractual engagement?	Conditions should be put into employment law and part of an employees contract of employment that a recruitment agency for example will implement these conditions.
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?	Part of contract of employment or induction pack etc.
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	Don't know
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	
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?	Unequal rights when working for an employment agency compared to working in the assigned role/3rd party.
Do you know of any examples of the benefits and/or problems for agency workers of using an umbrella company or intermediary?	Rights to flexible working hours are not applicable. For example working within the civil service and operating 'flexitime' working hours which can be accrued, are either non-existent or

	unequal. Holiday hours accrued are also less favourable than a regular worker would receive,
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	The rights of an agency worker should be consistent with other forms of employment such as fixed term contracts etc.
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	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 on: Employers in the recruitment sector	Some negative and some 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	Additional requirements for the employer to abide by bit overall benefitting the employee by informing them and knowing this is regulated.
Thinking about work seekers and employers in the recruitment sector, what impact would extending the regulations of the Employment Agency Standards inspectorate	Significantly positive impact

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	Some negative and some 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	As per 7a answer.
Section 3: Ensuring the Swedish Derogation is used appropriately	
Have you used or are you currently using a pay between assignments contract (PBA)?	Yes
In your experience what are the benefits and any problems associated with working on a PBA contract basis?	No benefits whatsoever. I have been placed within an assignment for approximately 4 years. I have had to forgo rights to equal pay and annual leave allowances etc. after the initial 12 weeks, where under a regular agency worker contract these terms would apply. Also in comparison to a fixed term contract, the current law would state the employment for that position is made permanent. Under the current employment law an agency worker does not become a permanent employee. This experience is from working within an assignment based in the Civil Service sector, in particular the Rural Payments Agency which is part of Defra. If the PBA agreement was not accepted then no offer of employment would have been available. In my opinion this benefits private companies, especially government agencies and departments and private sector recruitment agencies only, and not their workers or employees.
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 very 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?	Particularly in terms of access to other employment. The recruitment agency worked for offers either no or few jobs within the area local to me. The nearest office to my assignment is in Preston, Lancashire. My assignment is based in Workington, Cumbria. There is a considerable distance between the two. In terms of the employee being offered a new assignment and taking advantage of PBA would be entirely down to the opinion of the recruitment agency and

	whether they had offered a new suitable assignment. If the employee believes this to be unsuitable then the PBA rights will be withdrawn it is turned down. Safeguards would at the very least need to be put in place to cover the suitable work offered.
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	PBA/Swedish Derogation contracts should in my opinion be repealed, as they are being abused by government departments and agencies let alone other businesses and employers. If they are not repealed then more regulation should cover length of time within a particular assignment for example, and fixed term contract employment law and regulations should cover these type of employment agency assignments also.
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	To ensure all elements of the agency worker regulations are implemented and audited where applicable.
Any further comments? - Please provide any further comments in the box below.	Government should repeal PBA/Swedish Derogation contract opt outs as soon as possible.

