

ID	12
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	Self-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	Micro-business (0-9 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?	Newsletter
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	Equal pay and rights for all workers doing like for like assignments. Permanent position within the business if it is shown that a temporary worker is covering a full time position.
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	Significantly positive 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.	Pay and conditions of permanent employees of the business before accepting an assignment so a work seeker can see that if offered a position they will not be employed on less favourable terms.
What conditions should be in place to ensure the 'key facts' page is provided and understood by the work seeker before any contractual engagement?	All rights that are given to permanent staff doing the same assignment.
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?	By being more transparent. Most agencies treat work seekers differently, offering less favourable terms to some and enhanced terms to others, ie. better shifts, more hours, fixed start times, permanent work location, 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	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	No
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?	It was the only way of gaining work in the HGV driving sector as no employer will recruit permanent staff. A majority of HGV drivers are forced to use umbrella or agency employment to have access to work.
Do you know of any examples of the benefits and/or problems for agency workers of using an umbrella company or intermediary?	Umbrella companies charge different fees and can take up to 10% of a workers income. Some agencies are linked to umbrella companies and force workers to use them or face not working.
Should the extension of the remit of the Employment Agency Standards inspectorate	Yes

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?	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	It has been shown that the umbrella company I previously worked under did not pay my full NI contributions, therefore leaving me a pension shortfall. Tighter restrictions and monitoring should be undertaken in regards to pay and deductions.
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	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	Work seekers would have better rights and greater understanding of them. The Umbrella Companies would have to be completely transparent, something that is lacking at the moment.
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 negative impact
Thinking about work seekers and employers in the recruitment sector, what impact would extending the regulations of the	Some negative and some positive impact

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	Umbrella Companies need more scrutiny rather than less. Employers would have less choice of candidates for positions.
Section 3: Ensuring the Swedish Derogation is used appropriately	
Have you used or are you currently using a pay between assignments contract (PBA)?	Don't know
In your experience what are the benefits and any problems associated with working on a PBA contract basis?	Not sure.
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?	I have worked for the same business for over five years and applied twice for a permanent position only to be told I don't have the relevant experience. The agency won't release workers that are too useful for accepting less favourable terms.
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	
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	More accountability.
Any further comments? - Please provide any further comments in the box below.	