

ID	39
What is your name?	
Which best describes you? - Response Category	Employer
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	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	
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 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	<ul style="list-style-type: none"> <li>• Payment details and schedule</li> <li>• Model of payment</li> <li>• Employment status</li> <li>• Deduction details and schedule</li> <li>• Penalty information</li> </ul>
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	Small positive impact

<p>work seekers are provided with a key facts page have a: - Please select an option - Employers in the recruitment sector</p>	
<p>What information would be important to include in a "key facts" page? - Please type your response in the box below.</p>	<p>The key facts page ought to outline payment details such as:</p> <ul style="list-style-type: none"> <li>• Rate of pay</li> <li>• Payment calendar (i.e. when workers can expect to be paid)</li> <li>• Payment method (e.g. BACS payment)</li> <li>• And details for who to contact should the workers have any queries</li> </ul> <p>The key facts page should also outline the model of payment, e.g. whether workers are to be paid:</p> <ul style="list-style-type: none"> <li>• Fixed rate for an entire shift of a pre-determined length</li> <li>• Fixed rate for every hour worked, the number of which may vary</li> <li>• Or a fixed rate after the completion of a specific task, or set of tasks</li> <li>• And what constitutes 'working' (e.g. whether having the app switched on, being in a licensed territory, and being ready and willing to accept tasks is sufficient to be considered working, cf. the Employment Appeal Tribunal (EAT) case Uber BV and others v Aslam and others, UKEAT / 0056 / 17 / DA, 10 November 2017)</li> </ul> <p>The key facts page should also outline the employment status the individual undertaking the work is understood to be in by the body providing or facilitating the work, if any. And what rights/protections this status confers.</p> <p>The key facts page should also outline:</p> <ul style="list-style-type: none"> <li>• Statutory deductions (e.g. income tax, national insurance)</li> <li>• Associated costs (e.g. required travel prior to, after, or during the working period)</li> <li>• Deductible costs (e.g. uniform, insurance)</li> <li>• Deduction schedule (i.e. how any deductions will be made, by whom, at what rate, and on what date/s)</li> <li>• Outline of any penalties charged (e.g. if a shift is cancelled, how much notice is required, what penalty will be charged, if any etc.)</li> </ul> <p>Upon being onboarded, all new GIG seekers are provided with hard copy and electronic versions of a key facts document with information on any relevant points noted above.</p>

What conditions should be in place to ensure the 'key facts' page is provided and understood by the work seeker before any contractual engagement?	They should be walked through it in person upon registration – and given the information to take away with them for future reference.
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?	They should be walked through it in person upon registration – and given the information to take away with them for future reference. (ibid.)
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	Costs associated with design, production, and distribution.
<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?	Not Answered
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	

### 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.	

