

ID	14
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 BEIS
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	All of the above, but with specific reference also to how holiday pay is calculated and paid. Key facts should, however, be presented in a plain and easy to understand format. If this is not mandatory, facts will be lost in a welter of small print and will become irrelevant as no-one is likely to read through them.
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 page have a: - Please select an option - Employers in the recruitment sector	Small positive impact
What information would be important to include in a "key facts" page? - Please type your response in the box below.	Employment status Holiday pay - how much, how paid, and what happens when employment is terminated Fees applicable (where umbrellas are involved) Deductions, other than statutory
What conditions should be in place to ensure the 'key facts' page is provided and understood by the work seeker before any contractual engagement?	Potential audits of agencies which can check that the key facts have been properly communicated
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?	Very difficult to achieve without inspection and audit, which is well beyond the current budget of the Employment Agency standards Inspectorate. If all that is required is a signed document, this exercise will be pointless. Candidates already have a mass of paperwork to complete, most of it incomprehensible and never explained. My opinion is that, while laudable in theory, this initiative is pointless in practice.
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:	It depends upon whether a company can produce one "key facts" document to cover all its operations or whether multiple key facts documents will be necessary. for example, we already have Assignment Schedules, which outline the specific tasks, pay rates, h
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?	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?	<p>All our experience, as a recruitment agency, is that umbrellas are universally exploitative, both of the tax system and workers.</p> <p>They frequently have short shelf lives, during which time they drain huge sums of money from HMRC and workers alike, often "phoenixing" before publication of accounts.</p> <p>At the lower level of pay rates at least, these organisations are parasitical.</p>
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?	Don't know
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?	Don't know
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 profoundly limited budget of the EAS and their consequently appalling record of countering abuses within the recruitment agency world does not suggest that extending its remit would have any significant effect, unless accompanied by vastly increased resources.
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	No 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	I do not believe that the exploitation routinely practised by umbrellas would be checked at all by them being obliged to produce a key facts page. Workers have no choice whether or not to work for an umbrella if they are found work by an agency that uses
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	Don't know
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 above, it all depends upon the depth of EAS resources and the powers they are given
Section 3: Ensuring the Swedish Derogation is used appropriately	
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?	There are no benefits. The problems are that PBA contracts are used only to exploit the workforce and save money for the end user. We have never encountered a case of any worker being paid any money when between assignments. Agency contracts are drafted so that pay between assignments is easily dodged by all those who wish to do so. While PBA contracts exist, the whole meaning and force of AWR is irrelevant for agencies, umbrellas and end users who wish to ignore them.
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?	Avoiding equal pay is the whole reason for using PBA assignments. Workforces are often manipulated, however, in order to facilitate agencies not having to pay when between assignments. Other issues are irrelevant.
Do you believe that that the above issues would justify wider state enforcement?	Don't know

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?	Don't know
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	As above, it all depends on resources and what power the EAS will have
Any further comments? - Please provide any further comments in the box below.	PBA assignments have no place. Those who argue that they are not a "loophole" but a legitimate option ignore the reality of what goes on. If works were to be paid between assignments, this option would never be used, as the expense would be unknown and potentially prohibitive.

