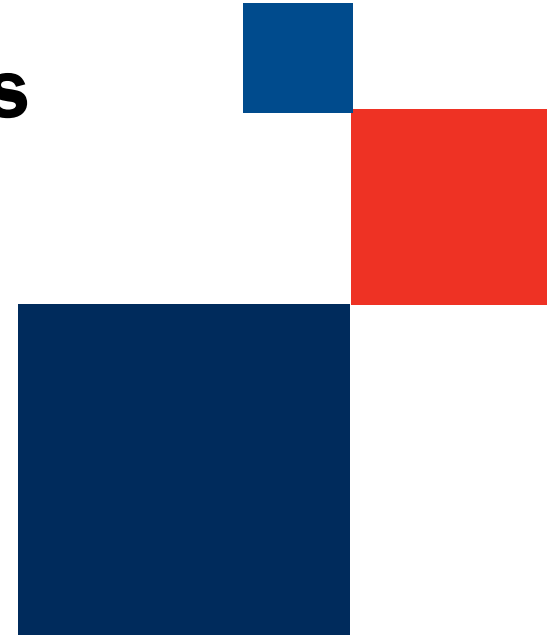




# **New Agency Workers Regulations**

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## BACKGROUND

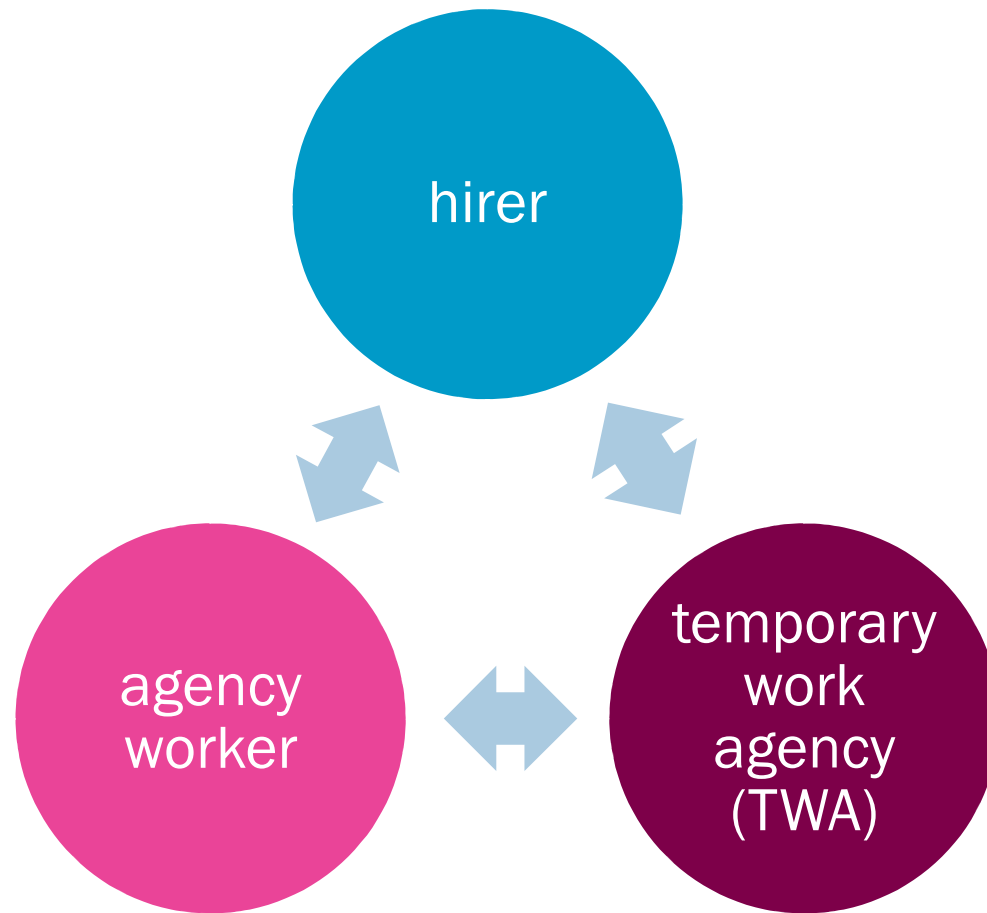
### EU Temporary Agency Workers Directive 2008

Equality for temporary workers:

- Equal pay & access to employment
- Access to employment vacancies, collective facilities
- Penalties for non-compliance (agencies & hirers)



# Who is affected by the AWR?



# New Agency Workers Regulations

From 1 October 2011:

## DAY ONE RIGHTS

- Access to shared on-site facilities
- Access to information about hirer's vacancies



# New Agency Workers Regulations

From 1 October 2011:

## AFTER 12 WEEKS' CONTINUOUS SERVICE

- Equal pay
- Bonuses (individual performance)
- Holiday/Holiday pay
- Working hours
- Protective rights when pregnant



# New Agency Workers Regulations

12 weeks' service ends:

- New assignment – new hirer
- New role – same hirer
- 6+ week break

Does not end:

- Break of less than 6 weeks
- Sickness (up to 28 weeks')
- Annual leave/shutdown
- Maternity leave



## Penalties

- Employment tribunal claim
- Agency and/or hirer
- *Unlimited compensation*
- Plus up to £5,000 for avoidance

