Agency Worker Regulations 2010 Briefing

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HR Partner
Content

• Who is covered

• Day 1 rights

• Week 12 rights

• “stop the clock”

• Responsibilities
Who is covered

Hirer

Agency Worker

Temporary Work Agency
Day 1 Rights

• access to collective facilities such as:
  • catering outlets (at staff rates)
  • staff rooms
  • prayer rooms
  • car parking
  • childcare
  • transport
  • sports centre (at staff rates)

• informed of job vacancies
Week 12 Rights

• entitlement to the same basic conditions of employment:
  • pay
    • basic hourly rate
    • overtime rates
    • night working rates
    • annual increments
    • holiday pay
    • bonus
  • working time rights
    • rest breaks
    • contractual annual leave
Pregnant Workers

• entitlement to paid time off to attend ante-natal appointments during working hours.

• Risk assessments

• Reasonable adjustments
“Stop the Clock”

- **Reset the clock**
  - e.g. Jim starts a new assignment with a new hirer

- **Pause the Clock**
  - e.g. Carla has a break of less than 6 calendar weeks

- **Clock continues**
  - e.g. Aleesha goes on maternity leave
Responsibilities

• Agency requirements
• Our responsibilities
• Records
• Anti avoidance measures
• Provision of information
Summary and Questions