

Agency Worker Regulations 2010 Briefing

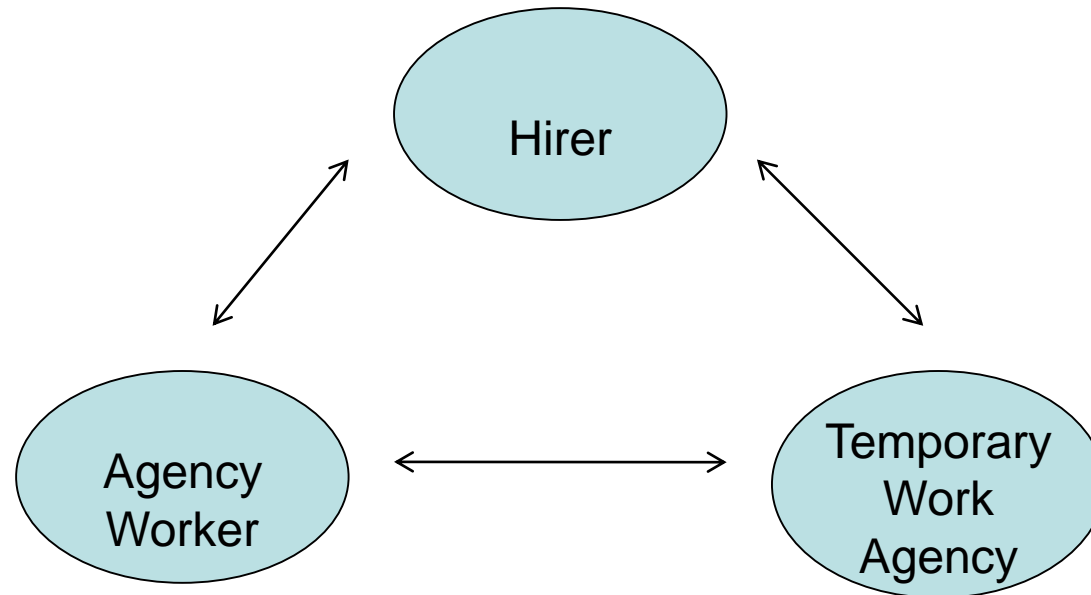
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HR Partner

Content

- Who is covered
- Day 1 rights
- Week 12 rights
- “stop the clock”
- Responsibilities

Who is covered



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
