

good
to know
you

agency
workers
regulations



client update - 20th april 2010

Please use the information below when speaking to your clients about the agency workers regulations (AWR). More communication materials will become available over time, so please keep checking Big Match to ensure you are using the latest communication available.

The EU Agency Workers Regulations aim to ensure equal pay for temporary workers after 12 weeks. Although there are still many grey areas in the legislation, the proposed new measures are likely to mean that:

- Temporary and contract workers will be granted the same working conditions and rate of pay as somebody recruited to do the same job but on a permanent basis.
- In the UK, equal treatment will only take effect after 12 weeks of an assignment.
- If equal pay can be established from the outset, there will be no need to worry about the 12 week milestone.
- Equal treatment will be on the grounds of pay and working time. Contractual sick pay and occupation pension schemes will not be covered.

Randstad is currently seeking clarity on the grey areas within the legislation. This is through direct contact with the Government and through various parties including the recruitment industry's trade body, the Recruitment & Employment Confederation (REC).

When the precise detail and implications of the legislation are clear, Randstad will complete a full analysis of your business to determine the impact of the legislation. Randstad will then advise on the optimum solution for your business in terms of cost, quality and flexibility.

Randstad is the second largest HR services company in the world and has supported their clients over the last 50 years. With vast experience of progressive legislation across Europe, Randstad is best placed to lead you through this legislation, resulting in the most efficient solution for your business.

It is essential that we communicate clear and consistent messages to our clients. Only by communicating one strong message will we be able to demonstrate to our candidates, clients and the industry best practice in the implementation of the regulations.

 randstad