



Bulletin 202

May 2011

STOP PRESS: THE AGENCY WORKERS REGULATIONS 2010

GOVERNMENT GUIDANCE PUBLISHED TODAY

The Government has today published its long awaited guidance to help employers and the recruitment sector prepare for the introduction of the Agency Workers Regulations.

The guidance follows a comprehensive consultation process with interested industry groups and individuals, including Paul Chamberlain, Head of Employment team in our Manchester office.

The key changes, which will come into force in the UK on 1 October 2011, will be that after a 12 week qualifying period an agency worker will be entitled to the same basic working and employment conditions as if they had been directly recruited by the hirer to the same job. These include key elements of pay, duration of working time, night work, rest periods and breaks, annual leave and paid time off for ante-natal appointments. The Regulations also include new entitlements for agency workers from day one of their assignment with regards to access to facilities at the workplace and the right to be notified of any relevant vacancies.

The guidance can be downloaded at: <http://www.bis.gov.uk/assets/biscore/employment-matters/docs/a/11-905-agency-workers-regulations-guidance.pdf>

We will shortly be producing a series of detailed bulletins setting out the salient points in the guidance – if you would like a copies of these please respond to bcsnewsandevents@brabnerscs.com with 'AWR Guidance Bulletins' in the heading and we'll send these on to as soon as they become available.

We will also be hosting a seminar in the next couple of months which will focus on the Guidance and the questions it raises. We hope to invite representatives from BIS along too – this will be one seminar not to miss, whether you are an end user of agency workers or a supplier of temporary workers. We'll be sending out further information on this very shortly.

If you require any specific advice in connection with the material contained in this bulletin, or on any other Employment Law issues, please contact: Paul Chamberlain in Manchester on 0161 836 8864, Andrew Cross in Liverpool on 0151 600 3062 or Kevin James in Preston on 01772 229847.

If you no longer wish to receive the bulletin please let us know by return e-mail to kimberley.malcolm@brabnerscs.com

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