

Paying more under the new Agency Workers Regulations 2010

The Agency Workers Regulations (AWR) 2010 are due to come into force on 1st October 2011. If you regularly use a recruitment agency to hire temporary staff do you know what impact the regulations will have on your business?

Once temporary (agency) staff have been working on the same assignment for 12 weeks consecutively you, as the hirer (end user), will then be faced with the following issues under the regulations:-

- temporary staff will have the right to equal pay
- equal pay includes fees, bonuses relating to work done, commission, overtime and holiday pay
- same working hours as permanent staff
- time allocated for breaks / lunch
- same annual leave entitlements as permanent staff
- the 12 week period continues to accrue if there is an absence due to pregnancy or maternity / paternity / adoption leave
- “anti-avoidance” measures will be in place to ensure that temporary staff are not simply moved around from site to site every 12 weeks

There are strict penalties for non-compliance by agencies and hirers (end user) and if you get it wrong there could be major resourcing, financial and legal implications. For example, failure to provide appropriate working and employment conditions for temporary staff could result in a costly employment tribunal, which could have major cost and reputational consequences.

In the spring, the Department of Business, Innovation and Skills is due to publish guidelines on interpreting the Regulations.

There is an alternative!

As a self employed Virtual Assistant, Executype PA will be excluded from the AWR and will continue to only charge for the time spent carrying out work for clients. You are not charged for lunch breaks or holidays and the fee remains the same, you don't pay bonuses or commission. You will also have peace of mind that this resource falls outside of the regulations and there will be no legal implications.

To find out more about the smart alternative contact Carol Charlton at Executype PA.

www.executypepa.com

info@executypepa.com

Tel: 0191 2502622

Mob: 07910 333470