

FACT SHEET 1 – Job SEEKER INFORMATION – INSERTS

DRAFT INSERT TO INFORMATION PROVIDED TO ALL JOB SEEKERS ON REGISTRATION EXPLAINING PROCESSES/THEIR RIGHTS ETC

Agency Workers Directive (Agency Workers Regulations 2010)

1. These Regulations came into effect on 01/10/2011. Broadly they provide all agency workers on assignment the right to equal treatment after 12 weeks on assignment. This may or may not alter your initially agreed remuneration and terms. In the event of your assignment exceeding 12 weeks you will be provided with further information and terms relating to your assignment. We will have made enquiries of our client as to whether any additional terms would apply to your specific assignment on the basis of comparing it to specific comparable permanent employment terms with that client. Whilst not exclusive this will include reviewing basic working and employment conditions such as:

- Pay
- Working Time
- Overtime/Shift periods
- Holiday pay
- Access to facilities/amenities and employment opportunities (these rights are available to all workers on commencement of the assignment).

Without affecting your statutory rights we reserve the right to assess and calculate any monetary difference between your terms before and after the 12 week period and any difference may be paid as remuneration e.g. any additional holiday entitlement over statutory minimum will be paid in lieu.

- 1.1 You additionally have the right after 12 weeks to request from us and/or the Client a written statement within 28 days about any aspect of equal treatment you may be concerned about.
- 1.2 Please ensure you inform your consultant if you have ever worked for this particular client before.

Your consultant will explain matters further and provide relevant confirmation. If you have any queries please do not hesitate to ask.