

AGENCY WORKERS REGULATIONS GET YOUR BUSINESS READY FOR THE CHANGE

Get up to speed with Office Angels' 10 point preparation plan

The legislation should be seen as a chance to recognise the valuable place of agency workers in today's ever-changing climate. By taking a structured approach to AWR, you can make the most of the opportunities that it presents for building morale, loyalty, and a sense of equality.

On 1 October 2011, the Agency Workers Regulations (AWR) came into effect and you need to understand the key facts when it comes to employing agency workers. Under the new Regulations, agency workers will, after 12 weeks in an assignment, be entitled to the same basic working and employment conditions that they would have been entitled to had they been recruited directly by your organisation to do the same job.

The AWR doesn't have to spell big changes for your business, we're here to guide you through it. Just follow these 10 simple steps and you'll be AWR ready in no time:

1. Identify any agency workers within your company that may be affected
2. Identify whether direct employees are hired to fill the posts held by agency workers
3. Establish basic terms and conditions for direct hires, and look at the impact of applying these to agency workers
4. Identify whether agency workers currently have access to relevant facilities and amenities and information about relevant vacancies
5. Consider how your business might mitigate a potential increase in costs
6. Make recommendations to key stakeholders
7. Communicate the impact of the AWR to hiring managers and other relevant areas of the business
8. Liaise with your recruitment agency to understand how your business could be affected
9. Agree communications with agency workers to make sure they're aware of the new laws
10. Put any mitigation plans into effect by 1st October, when the legislation comes into effect

And finally...

DON'T

- Panic
- Assume the worst
- Look for solutions before defining the problem

DO

- Identify the potential impact
- Work with your recruitment agency to put a compliance plan in place
- Make sure your agency workers understand their rights

To speak to a consultant about getting your business AWR ready, contact your local branch of Office Angels today. Go to www.office-angels.com to find your local branch.

