



Agency Worker Regulations (AWR)

On the 1st October 2011 Agency Worker Regulations came into force. It is designed to protect the rights of temporary workers in the work place.

Who falls under the scope of the AWR?

All agency workers on PAYE.

From the first day of your assignment:

You will be entitled to use the facilities provided by the hirer, for example, on site canteen, parking, crèche and you must also have access to internal job vacancy information from day 1 of your assignment.

After a 12 week qualifying period:

You will be entitled to the same basic terms and conditions of employment as if you had been recruited directly by the hirer. Terms and conditions include key elements of pay, holiday entitlement, working hours and rest breaks.

You will not be entitled to company sick pay, pension, maternity, paternity or adoption pay or redundancy pay.

What affects my qualifying period?

A new qualifying period will begin where:

You start a new assignment with a new hirer.

You start a substantially different assignment with the same hirer.

You have a break of more than six weeks between assignments in the same role.

Your qualifying period may be paused where:

You have a break of less than six weeks between assignments in the same role.

Holiday periods.

Planned shut downs (e.g. Christmas shut downs).

You are sick (for up to 28 weeks).

You are on jury service (for up to 28 weeks).

The qualifying period keeps ticking during maternity, paternity and adoption leave and absences due to pregnancy.

If you are in an assignment for more than 12 weeks your pay and conditions may change and you will be notified of any change before this date. We will also supply you with a form completed by the Hirer confirming the annual salary, holiday entitlement and any bonus that may be payable for a permanent worker employed directly by them.

For more information please contact Nicky Robinson – accounts@yourrecruit.com

Alternatively, [contact us](#) through the [YourRecruit Website](#)