New rights for agency workers

Agency workers—also known as “temps”—have rights to the same basic working conditions as comparable employees after a qualifying period of 12 weeks as of 1 October, under the Agency Workers Regulations 2010 (SI 2010/93).

The equal treatment extends to pay, breaks, holidays, night work and duration of working time. However, agency workers will not be entitled to claim unfair dismissal or receive statutory redundancy pay.

Whilst this news will be positive for agency workers, Business groups have said that the new regulations will only add to the burdens that businesses are facing in these times of economic uncertainty.

Mike Davey, solicitor for Davies Parsons Allchurch, says: “Employment agencies and businesses employing temps have known about this for some time, and the 12 week qualification period before the rules are applied to an agency worker should help control costs and minimise the burdens for businesses”.

DPA solicitors act for employees and employers in employment matters. If you require legal advice in any aspect of employment law, please do not hesitate to contact Mike.D@daviesparsonssolicitors.co.uk or by telephone on: 01554 749144