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# A Legal and Practical Guide to the Agency Workers Regulations

Wednesday 8<sup>th</sup> or Thursday 9<sup>th</sup> June 2011 at 8:30am for 9:00am – 10:30 am at May & Stephens

**Presented by**

**Nicholas Lakeland, Head of Silverman Sherliker LLP**

**Employment Law Unit**

and

**Rosie Checksfield, Temporary Contracts Team – May & Stephens**



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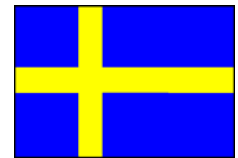
# A Legal and Practical Guide to the Agency Workers Regulations

Nicholas Lakeland  
Head of Employment Law  
Silverman Sherliker LLP



# How did we get here?

- Union Pressure
- The TUC/CBI Agreement
- Agency Workers Directive
- The Swedish Derogation





# Equality

- Who's entitled to be treated equally?
- Who's not entitled to be treated equally?





# What is to be equalised?

- Pay
- Bonuses
- Holiday pay





# Day 1 Rights

- Canteens and other benefits
- Providing information about permanent jobs





# Calculating the 12 weeks

- Nothing is simple, is it?
- Illness
- Holidays





# Conclusion

- Partnering with May & Stephens



- Not as bad as it looks





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# Questions





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*...because legal matters*

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Temporary Contracts Team

May & Stephens



# Working in Partnership

- Timeline (prior to implementation)
- Note of Reassurance
- The Importance of Working in Partnership





# Practical Steps

- Practical Steps prior to October
- Practical Steps once the Regulations are in force
  - ❖ Our obligations
  - ❖ Your obligations





# What Happens Next?

- Further Guidance
- Bespoke Support
- Working in Partnership –  
An Ongoing Commitment





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