

United Kingdom Homecare Association

The professional association for homecare providers



Department for Business, Energy & Industrial Strategy,
Labour Markets,
Spur 2,
1 Victoria Street,
London,
SW1H 0ET

9th May 2018

Good Work: The Taylor Review of Modern Working Practices: Consultation on agency worker recommendations

Dear Sir or Madam,

Thank you for the opportunity to respond to the above consultation, which we have the pleasure to do on behalf of the United Kingdom Homecare Association (UKHCA).

UKHCA is the national professional association for organisations across the UK who provide care, including nursing care, to people in their own homes. Our mission is to promote high quality, sustainable care services so that people can continue to live at home and in their local community.

Please do not hesitate to contact our team if you require any additional information.

Yours faithfully,

Veronica Monks
Policy Officer

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1: To what extent would you agree that a key facts page would support work seekers in making decisions about work?

Agree strongly

1 (a): If slightly or strongly agree, what key facts do you think should be made prominent?

The arrangements for paying the work seeker should be prominent along with rates of pay, deductions, and any benefits.

1 (c): Thinking about work seekers and employers in the recruitment sector, would ensuring work seekers are provided with a key facts page have a: significantly positive impact, small positive impact, some negative and some positive impact, small negative impact, significantly negative impact, no impact, don't know?

The key facts page will have a small positive impact for workseekers and a significantly negative impact on Employers in the recruitment sector.

2) What information would be important to include in a 'key facts' page?

In addition to the information suggested in the consultation document, it will be important to supply contact details in case of queries or complaints about pay and deductions.

2) (a) What conditions should be in place to ensure the 'key facts' page is provided and understood by the workseeker before any contractual engagement?

The provision of a key facts page should be a regulatory requirement

3) Should an employment business be required to ensure that the work seeker understands fully the information being given to them?

No. The responsibility for understanding the key facts should lie with the work seeker.

4) (a): Do you feel an hour is an accurate estimate of the time it would take to produce information document for a work seeker?

About right

7: Should the extension of the remit of the Employment Agency Standards inspectorate to cover the regulation of certain activities of umbrella companies and intermediaries in the supply of work seekers to a hirer;

i. Be limited to the regulation of the key facts page and provision of information relevant to those facts as part of a work offer by the hirer or employer?

Yes

ii. Be aligned to the regulation of the types of employment rights already regulated by EAS under the current legislative framework such as non-payment of wages, deductions from wages which the work seeker has not agreed too, and failure to provide written terms and conditions before the assignment starts?

Yes

7(a): Thinking about work seekers and employers in the recruitment sector, would ensuring umbrella companies provide work seekers with a key facts page have a: significantly positive impact, small positive impact, some negative and some positive impact, small negative impact, significantly negative impact, no impact, don't know.

The key facts page will have a significantly positive impact for workseekers and a significantly negative impact on umbrella companies in the recruitment sector.

7(b): Thinking about work seekers and employers in the recruitment sector, would extending the regulations of the Employment Agency Standards inspectorate to cover umbrella companies have a: significantly positive impact, small positive impact, some negative and some positive impact, small negative impact, significantly negative impact, no impact, don't know.

Extending the regulations will have a significantly positive impact for workseekers and a significantly negative impact on umbrella companies in the recruitment sector.

[ENDS]