

1st Contact Umbrella

Our Approach to the Agency Workers Regulations

The Agency Workers Regulations (AWR) comes into force and effect on the 1st October 2011. At 1st Contact Umbrella we are at the forefront of developments and we are here to assist you in your process of becoming AWR compliant.

Our Position:

1st Contact Umbrella will operate in full compliance with the AWR and upon request¹ 1st Contact Umbrella will also offer the following alternative to the AWR:

- Contracts with genuinely self-employed individuals or limited companies
- The Swedish Derogation Model

As one of the UK's most progressive Umbrella Companies, we are of the view that the real effects of the AWR will only become apparent from the date of the implementation of the Regulations; however, we believe that being proactive we can create awareness around the Regulations. Our approach is that by applying a basic plan of action, the AWR may not have the negative impact that has been pre-empted by the media.

For 1st Contact Umbrella, Communication is the key word and the implementation of the AWR will necessitate explicit communication between the bodies affected by the Regulations. With free-flowing communication channels we can work together to create an effective transition towards compliance.

We now set out the steps we have in place to facilitate the compliance process.

Step 1:

White Paper, this can be found on our website and highlights the key points of the regulations to give you a better understanding of how the regulations are likely to apply in the workplace.

Step 2: Software

We have aligned our software to be AWR compliant.

Step 3: Staff Training

We are in the process of implementing our staff training program. Come the 1st October 2011 our staff will be equipped to deal with your basic AWR queries.

¹ Pending a detailed assessment of your business

Step 4: Legal Team

We have our in-house legal team on stand-by to answer any of technical AWR queries.

Step 5: Practical examples

We will be posting regular scenarios on our website to assist you in understanding the AWR a little more.

A note on the Swedish Derogation Model (SDM):

Although we do not recommend the SDM as an outright solution to AWR, we do offer this as an alternative if the model best suite the needs of your business.

Queries:

Please send all the questions and queries you may have to:

Email: AWR@1stcontact.com

Helpline: 0800 158 5687