

YouGov Survey Results

Sample Size: 2707
 Fieldwork: 22nd - 25th June 2009

Note: This is not a representative sample of agency workers but a random group of members of the YouGov panel. It underestimates low paid and vulnerable workers, and over-represent the higher-paid and higher-skilled.

Total	Gender	
	Male	Female
Base		

You said you currently working/ have worked through an employment agency in the past year...
 Which ONE of the following BEST describes your current/ most recent position at employment agency?

ALL GB Adults work/ have worked through private employment agency	2116	1065	1051
Directorial level	1%	2%	0%
Senior management level	3%	5%	2%
Middle management	7%	9%	5%
Junior management/ team leader/ supervisory level	10%	11%	9%
Executive/ clerical/ worker/ shop floor/ other level with no managerial responsibilities	26%	23%	29%
Temporary or casual worker	46%	44%	48%
Other position	6%	6%	6%

Thinking about your current/ most recent assignment through an employment agency...
 Were you required to undergo any specific training in order to carry out your work?

ALL GB Adults work/ have worked through private employment agency	2116	1065	1051
Yes, I was	38%	38%	38%
No, I was not	62%	62%	62%

You mentioned you were required to undergo specific training for your current/ most recent assignment...
 Were you paid while undergoing this training? [Please tick all that apply]

ALL GB Adults work/ have worked through private employment agency and were required to undergo training for their current/ most recent assignment	800	404	396
Yes, I was paid my full wages	64%	67%	61%
Yes, I was paid a proportion of my wages	8%	8%	7%
Yes, I was paid my expenses	4%	3%	4%
No, I was not paid	26%	23%	28%

Which ONE of the following BEST describes why you are currently doing an agency job?

ALL GB Adults currently work through private employment agency	1060	554	506
I normally work through an agency because I enjoy the lifestyle, even though I could probably get a permanent job	23%	29%	17%
I work through an agency because I am not always able, or want, to take permanent paid employment	13%	13%	13%
I would rather have a permanent job, but cannot get a suitable one at the moment	32%	32%	32%
I need temporary work while I am waiting for some other change in my status (such as starting a permanent job or full time education)	19%	17%	22%
Other	13%	10%	16%

Thinking about when you work/ have worked on temporary jobs through an agency...
 For how long do MOST of your assignments last?

ALL GB Adults work/ have worked through private employment agency	2116	1065	1051
Less than 1 week	15%	15%	14%
At least 1 week but less than 4 weeks	11%	10%	13%
At least 4 weeks but less than 12 weeks	15%	14%	15%
At least 12 weeks but less than 6 months	14%	14%	14%
At least 6 months but less than 1 year	14%	15%	12%
1 year or more	11%	12%	10%
No one category applies – assignments have been of variable	20%	19%	22%

How long have you been in your current/ most recent assignment?

ALL GB Adults work/ have worked through private employment agency	2116	1065	1051
Less than 1 week	21%	21%	22%
At least 1 week but less than 4 weeks	13%	12%	13%
At least 4 weeks but less than 12 weeks	16%	15%	18%
At least 12 weeks but less than 6 months	16%	17%	14%
At least 6 months but less than 1 year	17%	17%	18%
At least 1 year but less than 2 years	9%	9%	9%
2 years or more	8%	8%	7%

Which ONE of the following BEST describes the circumstances of your current or most recent agency job?

ALL GB Adults work/ have worked through private employment agency	2116	1065	1051
Cover for someone on maternity/ paternity/ parental leave	6%	4%	7%
Cover for someone who was absent for another reason (e.g. they were sick, on holiday, training or on sabbatical)	16%	13%	19%
The employer always uses agency staff for this job	25%	27%	22%
The employer was particularly busy and needed temporary staff to cope	17%	17%	18%
I was employed to do a particular special project	18%	22%	14%
I was employed to do a job previously done by permanent staff	12%	10%	13%
Other	7%	6%	7%

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	Male	Female
Base		

Thinking about your current assignment...

Does the employer also employ workers directly to do the same work as you? (By directly we mean not through an agency)

ALL GB Adults work currently through private employment agency

	1060	554	506
The employer employs workers directly to do this job but uses agency staff to cope with short term changes in demand	50%	52%	48%
The employer employs some workers directly but mainly uses agency staff to do this job	22%	24%	18%
The employers only use agency staff to do this job	14%	13%	15%
Don't know	14%	10%	18%

In your current assignment, are you **paid the same basic hourly pay rate** as directly employed staff doing the same work?

ALL GB Adults currently work through private employment agency with employers who employ permanent workers as well

	760	425	335
Yes, I am	22%	20%	26%
No, they are paid more	33%	32%	33%
No, they are paid less	22%	29%	13%
Don't know	23%	19%	28%

Do you get the same **breaks** during the working day/ night as directly employed staff who work the same hours as you (e.g. meal breaks, comfort breaks etc.)?

ALL GB Adults currently work through private employment agency with employers who employ permanent workers as well

	760	425	335
Yes, I do	81%	81%	82%
No, agency staff get more generous breaks	5%	5%	6%
No, agency staff get less generous breaks	9%	9%	9%
Don't know	4%	5%	3%

In your current assignment do you get the same **holiday entitlement** as directly employed staff who work the same hours?

ALL GB Adults currently work through private employment agency with employers who employ permanent workers as well

	760	425	335
Yes, I do	28%	28%	29%
No, I get less holiday	46%	51%	41%
No, I get more holiday	4%	4%	4%
Don't know	22%	18%	27%

In your current workplace, which, if any, of the following benefits do agency workers and directly employed workers have the same entitlement?

Higher pay rate for working extra hours or unsocial hours

ALL GB Adults currently work through private employment agency with employers who employ workers directly as well

	760	425	335
Treated the same	32%	33%	31%
Agency workers have worse entitlement	28%	33%	23%
Agency workers have better entitlement	11%	12%	11%
Benefit not available in workplace	28%	23%	35%

Performance bonus

ALL GB Adults currently work through private employment agency with employers who employ workers directly as well

	760	425	335
Treated the same	17%	16%	18%
Agency workers have worse entitlement	32%	35%	29%
Agency workers have better entitlement	3%	3%	2%
Benefit not available in workplace	48%	45%	51%

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Assistance with travel (e.g. travel loans mileage allowances)

ALL GB Adults currently work through private employment agency with employers who employ workers directly as well

	Gender		
	Base	Male	Female
	760	425	335
Treated the same	23%	22%	24%
Agency workers have worse entitlement	27%	31%	21%
Agency workers have better entitlement	11%	10%	13%
Benefit not available in workplace	39%	37%	43%

Redundancy pay

ALL GB Adults currently work through private employment agency with employers who employ workers directly as well

	Gender		
	Base	Male	Female
	760	425	335
Treated the same	20%	17%	24%
Agency workers have worse entitlement	75%	77%	71%
Agency workers have better entitlement	5%	6%	4%
Benefit not available in workplace	-	-	-

Maternity pay

ALL GB Adults currently work through private employment agency with employers who employ workers directly as well

	Gender		
	Base	Male	Female
	760	425	335
Treated the same	25%	22%	28%
Agency workers have worse entitlement	70%	72%	68%
Agency workers have better entitlement	5%	6%	4%
Benefit not available in workplace	-	-	-

Assistance with childcare (e.g. childcare vouchers use of workplace crèche)

ALL GB Adults currently work through private employment agency with employers who employ workers directly as well

	Gender		
	Base	Male	Female
	760	425	335
Treated the same	14%	12%	18%
Agency workers have worse entitlement	47%	50%	43%
Agency workers have better entitlement	3%	4%	2%
Benefit not available in workplace	35%	34%	37%

Use of workplace canteen luncheon vouchers

ALL GB Adults currently work through private employment agency with employers who employ workers directly as well

	Gender		
	Base	Male	Female
	760	425	335
Treated the same	54%	55%	54%
Agency workers have worse entitlement	18%	17%	19%
Agency workers have better entitlement	3%	3%	2%
Benefit not available in workplace	25%	25%	25%

Staff discount/ discount vouchers health care/ insurance

ALL GB Adults currently work through private employment agency with employers who employ workers directly as well

	Gender		
	Base	Male	Female
	760	425	335
Treated the same	22%	19%	25%
Agency workers have worse entitlement	43%	46%	39%
Agency workers have better entitlement	3%	3%	3%
Benefit not available in workplace	32%	31%	33%

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On the job training or paid time off for training

ALL GB Adults currently work through private employment agency with employers who employ workers directly as well

	760	425	335
Treated the same	35%	32%	38%
Agency workers have worse entitlement	43%	44%	41%
Agency workers have better entitlement	4%	4%	4%
Benefit not available in workplace	18%	19%	16%

The Government is currently consulting about changes to the law to provide better protection for agency workers . Thinking about if you had the chance to meet the Government minister responsible for this... What would you say was needed to be done to make life better and fairer for agency workers? [Please write your answer in the box below]

have more employment rights when it comes to notice they give you

NA

NA

1, Make sure the companies do not offer mostly minimum wage but offer the normal wage offered to a normal employee. 2, If someone works with an agency for a certain period of time, the agency work becomes employed permanently
 2 weeks notice at least for temps to protect them from unscrupulous bosses
 a basic level of pay - work or no work
 A better notice period. Making sure that the rate paid to temps is the same as if a permanent staff member were to be taken on. Longer notice period for longer temp roles.
 A better rate of pay in comparison to perm. staff, particularly as we don't get bonus' and also a better form of annual leave.
 A change could be made to encourage employers to take on temp workers permanently without facing massive agency fees

a concrete time of assignment ending. not early than stated. Same rights as full time workers.
 A contract should be sign that gives agency workers the same rights as the others. most agencies only have agreements and they are not contractually binding.
 A decent rate of pay !
 A Fair Rate and Expenses
 A guaranteed payment date; and interest added to payment of an agency goes over this date.
 Also, once booked for a job; you must be paid for it even if they cancel.
 a higher level of equality in the workplace
 A holiday allowance, refundable if said worker leaves employment before holiday is earned and has been spent.
 a longer notice period

A lot has already been done with the improvement of holiday pay and sick pay, but it can still be very chancy, and a lot of agency workers I have met, are not even aware of their rights so far. The way holiday pay/sick pay is worked out should be more standardised across the board.
 a minimal pay if the agency can't find you work.
 a minimum contract period.
 a minimum wage higher than the national minimum wage
 A notice period of when employment will finish.
 A pension option and sick pay
 A reasonable period of notice before terminating a contract. Also, there should be somekind of payment for sickness (conditional maybe.)
 A requirement that agency workers are paid the same as a permanent member of staff in the same role
 a retainer between jobs and to be treated as a normal worker
 A retention fee between assignments to show continuous employment if taking regular assignments. Paid training if necessary for the job.
 A small increase in minimum agency pay
 A standard amount of holiday pay agreed in advance
 a statutory pay in between jobs would be useful
 a substantial period of notice
 a way of enforcing your rights
 ability should mean equality throughout
 Abolish IR35.
 Absolutely nothing is required. People are not forced to work as agency workers.
 Absolutely nothing - I find those idiots always make things worse
 Accept that we have costs and stop trying to treat us as employees
 Access to internal vacancies, harder to be let go.
 Accrue holiday pay and give them more status.
 added benefits, same rights as permanent staff
 After 1 year reassess the contract leading to full time permanent with a preference.
 After 12 months continuous employment in the same role, at the same firm, the position should automatically be made permanent.
 After a period of 3 months the job should be considered permanent, or that the contract with the agency allowed for matching pay and conditions to the place you worked.
 after a minimum period at the same employer there could be better protection (increased notice period for example)
 After e.g. one year, they should have the same benefits as permanent staff
 After so long they would have to become full employees.
 agencies made to pay a percentage of your last wage until they can find you work again as part of your agreement when signing with them.
 agencies not taking so much of the wage
 Agencies should be more pro-active in securing work for their workers and also making them more informed of the environment in which they shall be working.
 Agencies should be regulated
 Agencies should contribute to their workers' pensions

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Agencies should have to offer you work if they take you on- I once belonged to an agency for 4 months and never got any work through them because they didn't really need any more staff on their books, despite this, I completed training (unpaid) and had to give up my time to do so agencies should pay staff in between assignments
 Agencies should provide proper training for their workers and teach new skills
 agencies should provide transport or pay for them...staff are sent to most distant places without much support financially
 Agencies should release their workers at a much lower rate so they can move more easily to permanent, direct employment with the organization they have been temping for.

agencies should take more time interviewing employers and workers. More time taken into looking into holiday procedures as at the moment agency workers don't have much right to holiday. Loyalty to the worker if they have left a bad position; agencies sometimes don't seem to care what a company is like they just care about filling the position as quickly as possible. Agencies to put aside some of THEIR vast profits to cover a sickness policy

Agencies to take greater responsibility for providing pay and rations" services to employees"
 agency or client should give agency workers a week notice, sick pay should be available, explanation on the holiday pay
 agency pays us holiday pay rather than it coming out of our own basic hourly rate. statutory sick pay and great job protection on assignments. if a temp is not fitting in or doing work correctly they may just be told not to come back without any notice. in a regular job you would be given disciplinarys and/or formal warnings before dismissal
 Agency should give more of the money to the worker (currently they get double what I get and give me half or less!)

agency should keep workers better informed and not assume that they know what is expected
 agency should take less commission in order to encourage workers.
 Agency staff need same rights as any other workers.
 Agency staff should be given identical work status as permanent
 Agency staff should be treated like permanent staff.
 Agency staff should receive the same entitlement as permanent staff whenever they are working together.
 agency wanted to charge employer £3000 for the job i did which was 3 hours a week
 Agency workers could work for 2 days in 1 week and then not work again for 3 weeks and so due to this inconsistency there should be a special type of job seekers allowance benefit for those who are agency workers as you cannot claim these type of benefits if you work, despite your work not being regular.
 agency workers for my line of work should be given the tools for the trade or at least be allowed to claim for them
 Agency workers just need to be treated like regular people filling regular jobs, I've had the experience of being treated as a lesser being in a temporary role and it is very frustrating when you're trying your hardest and doing good work
 Agency workers need paid holidays
 Agency workers need the same protection as permanent employees
 Agency workers need to be given notice when an assignment is ending. They also need to be paid a fair wage. Employers should not charge administration fees on top of the fee they are charging the employer.

Agency workers need to be paid more and have be treated with more respect by the agency
 Agency workers need to have the same rights and legal protection as permanent staff - and anti-trade union laws should be repealed to ensure representation for all.
 agency workers protection law should be implemented

Agency workers provide a service to industries that benefits all 3 parties, I reckon it's ok as it is!!
 agency workers require financial education about benefits they are entitled to
 Agency workers should be entitled to same holidays (mine makes me take bank holidays as leave), better sick pay, pay reviews, supervision and training. equal pay, longer notice. There should be a compulsory regular review meeting between the worker, the agency, the employer. Though agencies vary, too often the worker is caught in the middle as a cash cow for the agency.
 Agency workers should be given at least a week's notice if employment is ceasing
 Agency workers should be paid according to their qualifications for the job eg. supply teachers when working for an agency they do not get paid the same rate as supply teachers not working through an agency.
 Agency workers should be treated the same as permanent employees
 agency workers should be treated the same as permanent
 agency workers should get similar contracts to perm, and have no fee if been offered a job directly by company
 Agency workers should have a greater say about workplace policies and be able to contribute ideas as part of their job scope
 Agency workers should have at least most of the same benefits and protection as the permanent staff at whatever location they are working.

agency workers should have right to paid holidays, better condition of service, a right to take legal action against agencies, since they impose their own conditions on the workers
 Agency workers should have the same sick benefits and holiday pay as permanent workers and be given regular rises.

Agency workers that have proven skills and reliability to be taken on ever extending contracts allowing for annual salary / payment between assignments for up to a certain amount of time. Agree to a months work before contract is terminated

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All related to the last question but the main thing would be to introduce paid bank holidays or extra days annual leave accounting for these days and to make them give you a full years entitlement on the next holiday year after one years service. It would also be good if they could pay people a living allowance between assignments relating to the amount of time you've worked for them , eg. if your assignment ends mid-week you should hve to be paid - on minimum wage - until the end of the week, they could also top up people's job seekers allowance (adding £50 minimum per week) if they want to keep a member of staff during a gap between assignments of a month (for example). I think this is a very important issue, for a significant number of people and I'm very happy that the government are looking into how they can make it fairer for us. Thank you I hope it becomes reality as it will make this country a better place.
 allow holiday pay and longer notice period
 Allow teachers to continue with the Teacher Pension and ask agencies to make up the contributions usually provided by LEAs.
 Allow them 28 days paid holiday a year.
 Allow travel expenses to be paid...a mileage allowance does not cover!
 Allowed to end job at short notice I.E. less than 8 hours

Alot-restrictions on termination of employment, agency officials just want to fulfil thier quotas. An agreed % of the rate charged to clients should be passed to the actual worker, and when that rate goes up the worker should also benefit from that increase.
 Apply the same rights as you would a directly employed worker on a temporary contract.
 as a driver i lose 45 mins pay because they say it has to be a break but surely we could still be paid for it as an agency worker ,if something goes wrong its always a case of blame the worker and im sick of that
 As in some European countries, agencies should be banned. They cost employers too much and prevent people from getting proper, permanent employment. Employers become too reliant on temps, especially in the public sector, and use them to avoid having to grant full terms and conditions to workers, especially so that they can get rid of them easily if they choose. I have done jobs where there is a permanent temp" i.e. always a temp doing a full-time job but without the pay and conditions of her colleagues."
 As we have a job market that relies more & more on temporary staff should they not have the same rights as permanent staff?
 Ask for additional benefits such as holiday entitlement
 Assignments can not go on forever. There must be a point (after say 2 years) whereby an agency worker must be offered a full time position within the clients company.
 At least 2 weeks notice required from employer/agency!
 At least a week's notice of termination of contract
 At least an annual wage increase to keep up with inflation.
 At the moment, all contracts are highly biased to the agency: this needs to change. For example, with one agency, the temp worker must give 21 days notice to leave, whereas the agency does not have to give ANY notice to end the assignment.
 Attitudes of permanent staff need to improve
 ban all agencies that way p[er]son who need the cash get it instead of wasting it through middle men
 basic holiday entitlement and sick pay
 basic minimum wage after say 1 yr with agency
 Be offered a pension fund
 Be paid an annual salary as opposed to an hourly rate.
 be treated the same as full time workers
 before finish the job atleast they have to give us a one week notice. then we can arrange something.
 Being able to pay into a stakeholder pension. Some degree of sick pay..
 Being included in salary reviews
 Being legally viewed as employee either of agency or placement
 Being offered a fair rate as agency charge large amount but give the staff peanuts.
 being paid a retainer fee between jobs -
 Being paid for bank holidays and getting sickness pay
 being paid redundancy
 being paid the same wage equivalent to organisation's employees
 being signed up to european union level rights, and getting the same level of benefits when you have worked long enough
 benefits and nice behaviour
 benefits to match full time staff and paid bank holidays on top of holiday if office workers
 benefits would be ideal - sick pay/holiday pay
 Better / clearer rules over sick pay
 Better benefits
 Better benefits and a share in success of company you are working for when the contract is over 1 year
 Better benefits e.g. a workers union, sick pay etc.
 better benefits for times when youre not working between jobs
 better cancellation pay
 better checks
 Better contracts for agency staff to secure position better
 better cover and protection
 Better employment conditions, eg sickness, holidays etc
 Better employment rights
 Better expenses. I use my own car to call on retail outlets but am not well recompensed.
 Better guare
 better holiday and sick pay longer contracts
 Better holiday entitlements.
 better holiday pay
 Better holiday pay
 BETTER HOLIDAY PAY AND SICK PAY
 better holiday pay and sick pay.

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Better holiday pay system, and more security instead of being asked to leave with no notice.
 Better holiday rights.
 better hours/pay
 Better information on how to claim holiday entitlement. Availability of sick pay and maternity pay.
 Better job rights, stop unfair dismissal
 better job security
 better level of financial security as temporary workers are still i would consider to be an essential part of the uk work force.
 better notice periods, most employers use excuses to terminate contracts early so as not to pay notice or give notice
 better pay
 better pay
 better pay
 better pay
 Better pay
 better pay
 Better pay
 Better Pay
 better pay
 better pay - more redundancy notice
 better pay and a more permanent contract situation
 better pay and benefits
 Better pay and benefits
 better pay and better holiday entitlement
 Better pay and conditions like sick pay
 Better pay and more stability
 Better PAy rahter than the standard Minimum Wage"
 better pay, and pay for time off sick or on holiday up to a point, access to same training and professional development as other staff if on a long term contract
 better pay, better benefits - more in line with perm staff
 Better pay, better rights, such as sick-pay, pension contributions perhaps.
 better pay, holiday pay and treatment
 better pay, more fairer if off sick ie, get paid!!
 better pay, more holiday, sick pay etc etc
 better pay, plus termination notice on a contract
 better pay, sick pay,
 Better pay. Although we fit in around permanent staff we should not be paid less. We are flexible and often multi-skilled.
 better pay. basic wage not enough
 better payment
 Better payment and treatment
 Better pension provisions
 Better Pension scheme
 better protection
 Better protection against unfair treatment
 better protection by law
 Better provision of holiday pay - certain agencies say you will be paid a certain rate but then deduct money from this in order to provide you with holiday pay
 Better rate of pay.
 better rates
 Better rates of pay
 Better rates of pay (with the agencies taking less of a cut), more holiday, automatically being paid when workplaces are closed due to snow or similar.
 Better rates of pay and hliiday and sickness pay

 Better rates of pay including overtime pay and some sort of payment while no work available
 better rates of pay to the worker
 Better rates of pay. I recently discovered that one agency was taking up to £6p.h off of my wages which gave me less at the end of the day and then I had to pay tax and travel into london. That is £42 per day I missed out on. I can't believe they charge that much when it is the candidate doing all the work by tests and interviews. A lot of them also get you into register but the don't call you back. They may know all along that the job you applied for may not be suitable for you but they still make you travel to there agency to register and then you never hear from them again. For me that is not just a waste of everybody's time but if it's in London that's a waste of £19.50 train fare for me which is quite a lot of money if you don't have it and you are unemployed. t
 better rights in a lot of ways
 Better rules for amount of hours to work, holiday accruelement and negotiating better pay for the worker instead of the agency taking the lions share of the fee.
 Better salary
 better security & pay between jobs
 Better sick pay provision
 better sick pay/better antisocial hours pay
 Better sick/annual leave entitlement and better pay
 Better Tax incentives
 better tratment
 Better understanding of what agency workers put up with.
 better unions
 Better wages
 better wages
 Better wages & sick pay
 better wages, more oppotunities for employment
 better working rights
 Beware of unintended com
 bin IR35 and treat agency workers more honestly than you have in the past

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Breaks are less adhered to and so food and adequate rest time needs to be dealt with.
 Bring into line the same rights as regular workers
 call an election, and give them the chance to look for alternative work.
 Can't see what they can do that would help me
 cap the amount of money agencies can take off you.
 Caps on fees and commission, enforcement of data protection, a code of conduct, and that they can be made responsible for issuing misinformation
 Change the tax laws relating to agency workers and abolish IR35. Regulate agencies themselves as many will advertise positions that they either do not exist to gather CVs on their databases OR advertise roles which they have not been given by the employer in order to try to obtain business by putting CVs forward speculatively.
 Clarify and reform IR35 in favour of workers.
 Clarity around taxation / expenses rules for the self-employed contractor
 Clarity of law and easier access to law
 Clear compensation for loss of pension benefit
 Clear rights protecting temporary workers.
 Clear up the right to redundancy for people who have worked long term through an agency
 Clearer access to rights such as holiday pay. Some agencies will only give you the info that suits them.
 clearer employment status and rights
 Clearer outlines of job requirements and specific placements as well as estimated hours the agency are able to offer per month
 Clearer pay scale, i.e. if doing the same job as permanent staff for 6 months or above, pay should be same
 Clearly mentioned contracts

Close loophole so no agency worker can be sacked without proper reason and that they have same rights as permanent company staff and that agency staff can apply for hearings if they feel their agency or employer has not stood up for them when they were sacked.
 Closer parity with permanent staff salaries. Proper training.
 Closing pay disparities, not just with underpaid temporary workers, but overpaid ones as well.
 There is an abundance of the latter sort.

Companies employing temporary workers need to offer same benefits to temps if they have been employed over a certain period of time. It is very demoralising to work at the company for a lengthy period of time (as I have done) and be treated as a second-class citizen.
 Companies use agencies like a recruitment line. You wait to be given a job and if there is not enough and you are needed you are sent home until the next day. If the company asks the agency to send you there should be a job for you.
 Company benefits/entitlements & being seen as an equal to other permanent members
 Comparable terms and conditions as permanent staff
 Competitive rates of pay, followed by some entitlement to a paid holiday based on the amount of hours you have worked for that school
 compulsory minimum 2 weeks notice given before redundancy - i was given 2 days after working at the same place for 7.5 months
 Compulsory for all internal vacancies to be available for agency staff.
 compulsory sick pay, holiday pay etc
 consider the post i fill if it was a government post eg civil service or nhs nurse and give me the same pay and conditions and rights of employment

Consistency in pay, one uses different agencies but the agencies pay different hourly rates
 consistent rates of pay / disclosure of rates agency's get paid
 continuous minimum wage in between jobs
 contractors should be paid some money for the days off
 contracts
 contracts could be more enforceable. The employer seems able to end contracts for 'flexibility' than employees
 contracts of at least 6 months
 Contracts to show EXACTLY how long the employment will last and compensation if it is cut short.
 Contracts which give some guarantees
 Council tax 'benefit' should not be calculated weekly. This is grossly unfair to temp workers whose annual income is low, but whose occasional weekly income is too high to qualify for 'benefit'. If I had a £100/week food trough like a government minister, perhaps that would be 'fairer'. Why is this text box so small?

Decisive holiday pay, sick pay and 4 weeks notice to end contracts (unless otherwise stated)
 Define % cut legally & Contracts are always in favour of agent!
 Different access to Job Centre Plus with regard to accessing Job Seekers Allowance between assignments.
 Do away with agencies altogether, they're parasites
 Do away with composite agencies and agency fees
 Do not allow them to exist. They are bloodsucking middlemen. They are parasites.

Do not make the protection for the agency workers that they are no longer attractive to employ.
 If you wipe out any advantages over permanent staff why would someone take on agency staff
 Do not train up so many primary school teachers in geographic locations and support MUST be given to NQTs, as happens in Scotland, Nottinghamshire and other areas, then teachers would not have to work for agencies - unless they wanted to.
 Dont force them to work extra hours and stop treating them like dirt
 Dont meddle with a system that is working well. Government control would kill or stifle opportunity

Eligibility for statutory sick pay, redundancy pay, paid maternity leave and paid holiday time.
 employ british first
 Employers need to treat agency staff as humans, not as a means of production. Agencies need to pay fairer wages

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Employers who take on temporary workers should have to give them the same rights as permanent employees
 Employment agency should offer regular job chats, regular feedback, support in achieving better skills and promotion.
 Employment protection for people employed for longer than 6 months.
 Employment rights against unfair dismissal
 enable agency workers to be on same rate of pay as comparable staff
 Encourage more businesses to consider using agency workers
 end the scam that agencies pretend you are self employed
 Enhance the job centre so it runs like an agency. Agencies seem far more keen to get you work. The job centre simply carries their adverts.
 Ensure a level of protection regarding breaks and legal hours
 Ensure a pay rise per year
 Ensure agency and permanent staff receive the same pay
 Ensure fair breaks and working hours for staff. When I worked in bars it was often difficult to get home at night without a car so employers should ensure taxi discounts for example. Shifts should be distributed based on who is best qualified for it, not those who are 'in favour', as it discriminates against those who can't do all shifts (i.e. students, those with other jobs/children etc)
 ensure fairer pay, training and treatment
 Ensure that agency workers are paid holiday and maternity pay and all other benefits that permanent workers are entitled to. Increase the pay rate, by cutting down agency fees. In general I believe that agency workers should enjoy the same benefits and rights as permanent staff, according to the length of employment
 Ensure that agency workers such as myself earn a commensurate rate of pay
 Ensure that all entitlements are the same and that recruitment agencies are in constant contact with the staff
 Ensure that employers adhere to employment laws and pay agency workers a fair wage.
 ensure that foreign workers have to have the same qualifications and British people. Ensure that they can read and speak English and in the case of drivers make sure that they can drive properly in this country and understand our highway code, without any expense to the British public purse.
 Ensure that monies due are paid. Access to a conciliation service.
 ensure that the agency is telling the truth and providing the staff with a fair cut of the wage
 Ensure that the Agency pay the employee for any annual leave they do not take and they just don't lose their holiday entitlement
 ensure that the agency works for you and doesn't just fit you in where they want
 Ensure that the employer is aware of what you earn, because they seem to think we earn our rate, plus the agency margin, which is often insane.
 Ensure that the same amount of salary was paid as if in permanent employment
 Ensure that they have the same rights as full time workers
 Ensure they get their holiday pay- some agencies don't give you this unless you ask
 entitlement to sick pay
 Entitlement to sick pay based on length you have worked. Possible other benefits. A notice period.
 entitlement to sick pay or holidays relevant to the hours worked
 Entitlement to sick pay, and to be made permanent if job becomes available without having to go through application process
 Entitlements could be brought closer to that of full-time staff
 equal benefits eg holiday sickness
 Equal employment rights
 equal opportunities and pay
 equal pay
 Equal pay & conditions for the same job.
 Equal pay and benefits
 Equal pay and conditions.

 Equal pay and equal conditions at face level should be provided - perhaps only for positions lasting 3 months or more though. Agencies should be forced to make it clear whether they are a recruitment agency (and so pay you directly) or a recruitment business (so you have to get paid through a private payroll firm). Staff that take permanent jobs after temping with a company should be offered equal conditions in retrospect to working as agency staff (my employer offers extra leave after 5 years of service, but my 1 year of being agency staff doesn't count). A minimum dismissal / renewal of contract period should apply.
 equal pay and holiday for length of service
 equal pay and redundancy pay
 Equal pay to permanent workers or more if anti-social hours required.

 equal pay with regular employees that do the same work as agency staff. Regarding placements that are not based on covering for illness, then minimum length contracts should be agreed to with the employer. More information given to agency workers regarding their legal rights.
 Equal pay, sickness rights
 equal pay-doing the same job, for less pay is not nice. Same recourse as permanent staff for complaints, in my experience many agency workers are encouraged to not to rock the boat or they may not be required. There is a distinct 'them' and 'us' mentality from many permanent workers.
 equal rights
 equal rights as full time employees and higher pay/expences
 equal rights as full time workers
 equal rights as permanent employer
 Equal rights as permanent staff, paid holiday and sickness pay
 equal treatment in every aspect of field
 Equalise working conditions and benefits with perm staff. In education sector allocate same proportion of paid admin time as given to permanent staff.
 equality
 Equality between teaching agencies - not all pay the going rate.
 equality of opportunities in the workplace

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Equality of Opportunity - The agency I work for provides the minimum of support / protection for its staff.
 equality with terms and conditions for agency workers
 equality verses permanent work
 Equanimity in pay when sick, all employers should be made to provide a top up to basic SSP. A basic across the board formula for pay rates; i.e. basic pay for x" hours
 Establish an agency worker pension scheme so we can have that security
 fair fees or none
 fair pay and contracts agreeing time scales
 fair pay, better working environment.
 Fair pay, protection from agency when trying to enforce statutory rights
 FAIR RATES OF PAY

Fair treatment in all sectors. I work in the public sector for a major company. People working in smaller companies or for less established agencies may not get the same treatment.
 fair wage, same rights as full time staff
 Fairer but not sure quite how it would be met
 fairer contracts
 fairer contracts re. holiday entitlement
 Fairer notice on termination of employment contracts
 fairer pay in line with the full time employees,same holidays also bonus if available
 fairer pay rates - equivalent to permanent staff in same positions. More job security, more options to obtain credit. Remove the stigma associated with temporary work
 Fairer pay. The pay rates are very very low in this area and more people being made redundant people are accepting jobs just to stay in the market.
 fairer treatment
 fed up of having to sign up with an agency, only to find the job doesn't exist anymore.
 Fees etc should be more clearly stated
 financial cover/help for time off due to work related injury
 Final support for when the agency cant find suitable employment for the casual worker.
 Firm contracts. Length of contract and extension options and notice periods.
 Firstly get rid of the TEMP stigma. Fairer sick and bonus pay when compared to people who are perm in the company but do not perform. Provide training.
 for agency workers to take on some of the same rights as full-time staff in the placement, eg. flexi-time allowances if everyone else has this. for better holiday pay, for SICK PAY.

For longer term placements (ie 6 months plus), temp staff should be given a few weeks notice when they are no longer needed rather than be told to leave immediately with no notice.
 for the agency to be fair to ALL agency workers in putting them forward for assignments or permanent roles
 For the government to repeal IR35
 For work over 3 months the Government must make employers employ workers not use agencies. Colleges should have permanent staff not teaching staff of agency workers.
 Force agency staff to provide references and train people hiring temps to treat them like humans a little
 free travel passes to work I spent £56 on a monthly bus pass then the firm I worked for refused to reimburse me when they told me they had changed their minds and no longer needed me for the month!
 full employment rights
 Full time hours and pay
 Full time long term agency workers should be on the same 'conditions' as employees
 Full-time placements after a few months
 funded CPD/training like permanent staff
 gaurantee a full shifts pay if told to leave early then companies might stop messing agency staff about
 Generally employers like agency staff as they can hire or fire as the workload increases or decreases; perhaps agencies should pay their workers a retaining fee between jobs?

Genuinely, I believe the rates agencies charge for work carried out, compared to the amount of work agency staff put in to find employment for their temps, amounts to exploitation
 Get better qualified recruiters rather than just sales people
 Get rid of IR35 - it makes things massively complicated
 Get rid of IR35. Treat umbrella companies the same as workers own limited company
 Get rid of IR35. We take enough risks as it is without the government adding to it.
 Get rid of red tape

Get rid of the poaching fee. Most employers ignore this and ask staff to lie, which is unfair.
 get sick pay and holiday pay
 getting paid when no work just a small amount but more than the dole
 getting to a company and finding that there is only one or two hours work rather than a full days work is soul destroying, if you are employed by an agency they should guarantee a minimum payment for the day
 Give agency workers the same statutory rights as other workers
 Give employees the same rights as the Germans
 give full holiday and sickness pay
 Give long term jobs with good salary and benefits.Open up project,where temporary workers can be benefits thorough agency.
 Give minimum amount of time for temporary staff, say 3 months contract.
 Give notice for end of job
 give them a basic wage inbetween jobs
 give them a full time job
 give them full rights as normal full time employees and stop charging for everything, a normal full time employee would not have to pay for boots
 give them paid bank holidays the same as permanent staff
 Give them the same benefits as permanent employees in the same company (company cars, healthcare plans etc)
 Give them the same rights as permanent employees

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Give them the same sickness pay rights as other workers and also cap the amount agencies can take of your wages
 give workers more notice if they are going to terminate the contract
 given more training, more security
 Given same rights as perm employees after they had been there a sufficient amount of time and offered a perm contract after a certain period of time.
 given the same benefits as all permanent workers

Go through the previous list of WORST things about working for an agency and sort them all.
 good amount of notice if the contract is ending
 gosh, big issue. sickness pay would be a good start.
 Government should back off as they do not understand agency workers
 government to leave people alone
 greater accountability for disciplinary action
 Greater job security
 Greater notice period, capped maximum percentage that agency can take from employees
 ACTUAL hourly rate
 Greater protection in terms of being given notice of termination of assignment
 gt paid a retainer
 Guaranteed notice periods
 Guaranteed same pay as permanent workers for same job.
 guarantees on amounts of work,
 guaranteed work
 Guarantees on how many jobs will come up within a certain period of time, else the agency itself has to pay you
 harder to sack
 Have a minimum term contract, higher pay.
 Have a national database with public servants organising it, and pay the agency workers their full fee. A not-for-profit agency.
 Have a union specifically for agency workers who understand their needs - especially for immigrants who are simply looking to get a foot on the ladder and start a career.
 Have agencies pay workers when there are no suitable positions that the agency can find (up to a maximum of 6 weeks or so)
 Have parity wrt benefits with permanent staff.

have separate rules for temp workers - not treat tax wise them as employees when they are not

Have the same rights in the workplace as the permanent staff, as in the 'right to reply' if something occurs e.g. false allegation. Proper induction, and monitoring with a 'named person' who is able to assist you, support you and fight your corner should it be required. Agency staff who are actually teachers and therefore know the job, the work involved and the risks one takes when going into a class for the first time, particularly in the inner London area. I am highly qualified and trained in behaviour issues. I was appalled at what I found in the school I was sent to. Behaviour is a HUGE issue in our schools and all teachers should be properly trained in a rolling programme, so that they can deal with aggressive, violent and abusive children. (KS1 and 2) The standard of preparation and teaching I witnessed was dreadful. These children are not getting a fair deal or an education. All supply staff should be treated with the same respect but in reality we are just 'fill in' for a day or so and the school don't actually care so long as the 'management' don't have to take a class!
 Having a months notice instead of a day.
 health cover
 health cover should be provided

help to prevent agency workers to have long term involvement with clients stopped very suddenly
 Help us get paid leave like everyone else. It is difficult to afford the break and this could lead to dangerous situations getting out of hand. Or worse we give up on this career which is so vital to the children we care for.
 Higher hourly wage
 Higher levels of pay
 higher minimum wage and permanent contracts or at least temp contracts after working for a certain period of time.
 Higher rates of pay
 higher wage and guaranteed minimum contract period
 Holiday pay, pensions
 Holiday & Maternity pay
 holiday and sick pay
 HOLIDAY AND SICK PAY
 holiday and sick pay
 Holiday and sick pay
 holiday and sick pay with travel allowance
 holiday entitlement
 Holiday entitlement and stricter contract.
 Holiday entitlement, offered a permanent position after a while working for a the company
 Holiday paid & Flexible hours
 Holiday pay
 holiday pay
 holiday pay
 Holiday pay
 holiday pay
 Holiday Pay and working time directive
 holiday pay for agency self employed
 holiday pay included on top of pay when working a week - few weeks only
 holiday pay on top of hourly rate
 Holiday pay separate from basic rate not to be included within it
 Holiday pay should be easier to calculate
 holiday pay, sick pay, notice periods - all after 3 months service
 holiday pay/sickness pay

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holidays, wages and rights in the job incase of being sacked
 hourly paid workers need to have a guarantee that they will be paid a minimum of 3-4 hours pay regardless of how few hours the employer wants you for
 I am a different type of agency worker, I chose my working conditions. I would guess that agency worker in the UK line of work do not get the same privilage as a seconded company worker.often due to cost & lack of business all round"
 I am unsure as to how things could be improved at this present time, with the job suitnation as it is, the agency market is drying up"
 I believe that agencies should be required to pay registered workers a basic salary when no work is available for the employee. Under these circumstances the employee would then be required to give the agency fair notice before they take a post with another agency or take a permanent post elsewhere or leave for some other reason.

I can't think of anything specific but perhaps something could be done about the agencies as my one, though very good, always came across as aggressive to me. You were sort of softly pushed into the jobs provided with very little regard of my development (I started agency work to develop my skills after university) and they often offered jobs that weren't good (like stuffing envelopes or just scanning). There was a feeling that we had to be indebted to them for finding us any employment at all when, equally, they needed us to bring in their profits too!
 I do not trust the government to look after anyone but themselves.
 I do think more infomation on your rights as a sub-contract worker should be more readily available for you to access.
 i dont believe agencies to be an acceptable route to employment
 I don't feel my experience is representative enough to answer
 I don't know if it is my agency in particular, but to claim holiday pay i have to be working at an assignment, which doesnt work for anyone bar the agency. Take less of a cut, and reward in bonuses for good work and representing the agency. Basically they are quick enough to dismiss someone for bad reviews from employers, but you work to a high standard you don't get a mention.
 I don't think there is honestly anything you can do about it. Agency workers know what they are getting into and it's just something you have to cope with.
 I feel I am treated very fairly by my agency. The only downside is that there is very little work about so assignments are very few and far between.
 I feel that agency workers should be made aware of the basic salary of permanent workers to ensure you are all being treated and paid fairly.
 I have worked for an agency only once. I was required to sign a contract which said I was not employed by them or by the client. By far the worst thing they do is advertise jobs that have expired to give the impression of having more clients on their books than is the case. I think agency fees should be capped, agencies should be compelled to reveal which vacancies are genuine and also be compelled to give detailed feedback, when requested, on why a particular candidate is not put forward for a specific role. I cannot see what value they add to the recruiting process, to be honest. Had they been out of the picture my temporary employer could have afforded more of my services!
 I heard there was a law being passed that after a certain time agency workers doing the same job would be entitled to the same pay. Also, my agency recently cut the rate for the same job and changed the overtime rules and I had no say

I know that a lot of agencies advertise positions in order to attract new people onto their books. This is often times a target driven exercise for the agents, and can be very frustrating. The system should be, that the agency puts you forward on the merit of your CV and if successfully selected for interview, THEN you could register with the agency. Most jobs that are siutable for me are via an agency, and its difficult to know if that agency is wsting your time or genuine.
 I know there are changes needed but right now I cannot remember what I had considered would be nice if it could happen.
 I lost all my aquired holiday pay as I didnt claim it by SEPTEMBER.No one informed me of this until it was too late
 I think if you tamper with agencies now (as they are currently struggling) a lot of them will cease to trade, then there will be less competition and the remaining agencies will be in a position to offer thir workers lower wages.

I think it would be tough, as the work is often so varied and day-to-day, it might end up making it tougher for people to find short-term work with various agencies without committing to much.
 I think its fairer if a contract worker is able to do job satisfactory that they are taken on due to efforts, often external staff are taken on and yet the contract worker is still kept on, if they're good enough to stay on as contract then why not permanent

I think it's mainly quite fair but people who aren't students seem more likely to get the jobs even if it's a job for a short time at the times I would be available for. Non-students also seem to get jobs with better pay even if the experience and qualifications are the same.
 I think sick and holiday pay should be standard for reliable workers who are employed regularly. I also think more effort should be made to match candidates to the right positions and prep them for those posts. Often the agent knows little about what the role entails and just wants to place someone quickly. I also think that an agency could do more in terms of helping their candidates to improve interview techniques and CV skills.
 I think SSP should be available for temporary workers - especially those on longer term contracts
 I think the holiday pay for agency workers was a brilliant change. A paid lunch break would be nice.
 I think there should be better access to training opportunitiesmeaningful for professional workers working with vulnerable people

i think they have already done this, as beleive temp workers or agency work have basically the same terms and conditions in regards to treatment when related to permanent staff
 I was offered an agency contract that was to last 6 months, I only got 6 weeks. I turned down another offer that was a further distance but would have been permanent probably

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i work through an agency for local government and don't think they're actually trying as they seem to be sacking their full time workers and taking on agency workers as they are easier to sack with no rights and seem more willing to pay agencies £13 per hour in my job this is £5 more per hour than their own full time worker is paid yet i am only paid £5.73 per hour
 I would ask for better protection for workers getting equal amounts of work and not having the agency staff picking and choosing who is getting shifts, also higher pay for agency workers with less of a profit margin for the agency.

I would say that the agency should not take money off the workers because they are getting crap money as it is if a job is 6-7£ an hour you can bet your life that the agency are making £1-2.50 per hour out of it, A one off fee should be payed by the client and if the worker was to be employed full time then this fee would or in part be refund it is not fair that holiday pay makes up peoples wage every week to the £6 per hour. The agency should pay workers 4 weeks holiday pay every year this can be taken after being employed for 3 months total of a year though the agency, and after being on the books for at least 6 months with the agency.
 I would tell to make it law that we get treated the same as permanent staff...also sort out agency workers holidays and make sure we get holidays + bank holidays
 All attempts to do this so far have, I believe, made my own situation worse. I should prefer agencies and temps to revert to more freedom to negotiate their own terms, without government intervention.
 I'd tell him to mind his own business and stay out of it
 If a job comes up, the agency worker should be able to apply without the agency arguing for a HUGE fee out of it.
 If a problem occurs there is a need to talk to agency staff as to why just as a permanent staff member would be treated.
 If agencies paid a small retainer to loyal temps, they would be more inclined to get them into jobs.
 If agency staff do the same job as permanent staff they should have similar rights.

if employed in a company through an agency for 6 months or so, depending on the employee's performance, it should be mandatory for the company to hire this individual permanently.
 If I turn up for work as directed, I expect to get paid for my time.
 If one is long assignments (like myself who was employed for three months but my contract keeps extending. Need an annual review in wages, get paid on bank holidays because this is not by choice, it's a public holiday.
 If only short term employment, then reduce tax or delay taxing person until they have a longer term / permanent employment?

if period of employment per day is less than 4 hours, they should be paid their transport costs
 If someone is working in the same position for 2 years or more with the same company then they should automatically become permanent staff
 If temping for more than three months, should be taken on permanently
 if the agencies themselves were more straightforward and decent with their employees.
 If the agency cannot provide work for a person on their books, they should pay the equivalent of Income Support/JSA
 If they are employed into the same assignment for over a year it shouldn't be classed as temp and should automatically have same rights as proper employees as we are all doing the same job for much less pay
 If they are let go they should be given some sort of redundancy pay or offered another job
 If you are employed as agency staff for more than six months of the year, you should be entitled to some of the perks that permanent staff enjoy (e.g. bonus, paid sick leave etc).
 improve financial / job security
 Improve on holiday pay and introduce retention payments between jobs
 Improve pay rate and provide for when unemployed+contracts required with minimum term of 1 month
 improved rights such as sick pay
 improved stability in contracts making it clearer to see the responsibilities of agency/ employee and employer
 Improvement in wages and breaks
 In long time agency contract where you end up being paid off at contracts end, some sort of redundancy payment should be available, also inclusion in health and pension schemes would be of benefit.
 In my case I am treated well and fairly although I had never had an occasion to test this. The only thing I consider problematic is the reduction in pay however, because I am looking for a permanent job I am not overly concerned about this at the moment.
 In my case the agency seems to act fairly. Just lack of jobs coming onto their books due to being an agency that finds sales negotiators for building sites.
 In schools do not recruit cover managers - teaching is a profession and should be carried out by properly qualified teachers ONLY!
 In teaching - head teachers should support supply staff more than they do, as supply teaching is very stressful

In the current economy and in my specific field (H&S) agency or contract workers are at the mercy of the agency. It has always been acceptable to cross register and now it is essential as there is a price and applicant war going on. Clients are trying to get the cheapest agency rates and the applicant is losing out if the total package is too high. I get contacted by at least three agencies every time there is a suitable vacancy for me and if I get the job it can be dependent on who represents me. Although I have little choice in that as the first agency to contact me claims me and will battle if I am placed through another. Anything that can be done to make the jobs real jobs (not stolen non-existent vacancies) or the applicant dependant on the commission for the agent would be great from my perspective. I do not know what to suggest but guess some capping of the agency fee above worker fee would be helpful.
 In the main I have no problem as an agency worker, but I would strongly urge getting rid of IR35 which seeks to class agency staff as employees even though they have none of the rights of salaried staff. This is inherently unfair,
 Inclusion and consultation rather than isolation, because we are seen as temporary

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increase pay
 increase rate
 Increase the notice period to at least 4 weeks
 increase wage and pay for travel expenses
 increased benefits if you are with the same organisation for extended periods (i.e. more than a month)
 insurance protect employer income
 Introduce sick pay and bank holiday pay as standard
 introduce rules to make wages and conditions of employment (eg sick pay etc) the same as they are for people doing the same job in a permanent capacity
 IR35 is ill conceived, un-fair and should be scrapped.
 It is difficult when you are not called in to work regularly and you need the money
 It needs to be regulated, like the FSA then, the fees would come, the rate the employer pays would come and then people would use the agency staff more often
 It should be mandatory that agency workers are allowed more than 30 minutes for a lunch break, and a week's notice of a contract coming to an end would be a vast improvement.
 It should not be possible to sack us all the time at no notice.
 It's pointless as the employer will always find a way around any legislation.

I've been on my agency's books for about 20 years now and I'd like there to be some sort of financial recognition of my fidelity to them and the quality of my work for them. Perhaps an annual bonus per year per work done. Though a better hourly rate of pay would help too. Some pro rata holiday pay would be nice too -especially since I've been on their books so long. Another company I do regular but 'freelance' work for. They give me pro-rata holiday pay but I would like to be paid a retainer from them as I work all year round for them, although the work comes in 'feast and famine' form. I'd like sickness pay if I'm booked to work that day but am ill (I have never been too ill to work yet but it would be great to have that reassurance)
 job benefits, higher wages, permanent jobs should be provided if offered by the employer and mainly work at the same place.
 Job Insurance, knowing when it will end
 job must become permanent after a certain length of time
 job protection
 Job security
 Job security and holiday pay
 job security, unfair dismissal should be allowed to be claimed
 Just help to make us less disposable
 Keep away, this would put potential employers off from using agency workers
 Knowing how much the agency are being paid for you, knowing your rights in a work place, regarding discrimination or harassment, being unfairly dismissed
 Lack of Holiday Pay should be compensated pro rata by a higher hourly rate than at present.
 Also supply teaching usually involves teaching many subjects throughout the day and Supply Teachers should never be expected to work during Break or Dinner time.
 Lack of sick pay.
 Leave it alone - beware of unintended consequences
 leave things alone - you mess up too many things already!
 Legal benefits
 legal notice periods
 legislation needs to provide that meal breaks are within the set day and should be paid as they are a requirement of tachograph law.
 Legislation will push up costs, and therefore reduce the amount of work available. If it ain't broke, don't fix it!
 Length of notice given if you have been there for a long time
 length of service-redundancy payments
 less government interference and legislation - leave us alone
 LESS government regulation
 Less hours
 less of a cut for the agency out of the worker's wages as some of the proportions I have experienced were not fair on the workers at all
 less pressure to do a role that you do not want
 Less tax, more security
 less time spent as a temporary worker - being offered permanent contract with full benefits after say 6 months or 1 year

limit the cut agencies can take as they often take 50% of the actual wage paid by the employer
 long term temp staff cannot just be sacked without 'redundancy' type compensation. Employers should not simply use temp staff because they're easy to get rid of.
 Long term temporary employees need to receive better benefits from the employer.
 Longer contracts and better pay conditions
 longer contractual agreements. my contract was 2week rolling contract working overseas.
 longer notice period, assignment times clearer
 Longer notice periods
 longterm contracts
 look at statutory sick pay, it is worthless.
 looking at the length of time a worker has been in a place on the agency in relation to them being able to be just let go
 Lower taxes
 Make a set maximum time for payment from end of job to agency pay out
 Make agency workers just as valid and as important as employee's of a company; make it possible to require a visa for agency workers
 Make employment agencies pay workers (a lower amount) for unavoidable absence, make sure employees can leave an assignment early if conditions are unacceptable.
 Make it easier for agency workers to get sick pay, currently we can book holiday but only with two weeks' notice, therefore can't book holiday when sick
 Make it easier to apply for the job that they have been covering if applicable.
 make it expensive to employ them so more likely to engage people permanently
 make it fair
 Make it harder for employers to send agency staff off site on a whim

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Make it harder to just get rid of people without giving the proper notice required.
 Make it law to give agency workers same rights as full employees once they have been in same role for 2+ yrs
 make it more beneficial for the job
 Make it much harder for the agency to send you into an assignment that is dangerous in any way.
 Make it so we can't get made redundant as easily
 make it viable for people to do the work from home
 make law to stop employers/agency sacking agency staff due to no work
 Make standards more comparable to permanent staff doing the same job
 Make sure agency staff are paid from the minute they are told they must be there not from when the employer finds them something to do.
 Make sure sick/holiday is paid to a certain degree
 make sure that agencies pay on time, pay for holiday
 make sure that the agency worker is paid the correct wage as they would a permanent worker and that there is support in place for the agency worker
 make sure there is notice period for employers letting go of agency staff

Make sure they get the same rights as workers, who have not been taken on by an agency.
 make sure they have a regular income
 Make temp staff less of a hassle for the business so were appreciated more and have better working conditions
 Make the agency the employer from the start of the contract
 Make the payment entitlement fairer
 Make useless recruitment agents disappear
 mandatory 1 weeks notice
 Many more rights, better pay, holiday pay, sick pay, not treated like worthless scum
 Maternity pay
 maternity, holiday pay
 maybe if you're working in the same role for a certain amount of time then they have to give you that as a permanent job

Maybe that they will get paid for sick leave maybe one day for every four weeks they work.
 Minimum assignment
 minimum contracted hours would be good.
 minimum fixed term contracts
 minimum guaranteed amount of work per month
 minimum notice period for dismissal
 minimum rate of pay whilst not on engagement
 minimum standards of employment conditions
 Minimum pay equal to full timers
 More access to training, greater security
 more allowances
 more assignments offered, better rates of pay, security pay for inbetween assignments
 more benefits and entitlements
 More benefits for those who are on long term rolling contracts
 more benefits like sick pay
 More benefits offered such as holiday entitlement, and sick pay and no delay in payment.
 more benefits re sick pay and holiday once a length of time in jobs.
 More bonuses
 More communication and to stop building up your hopes when they have approx say 3 vacancies and 100 or more people looking for work in that field
 more communication from the agency at times. i haven't heard from them in weeks and am quite upset!
 More concrete contracts and alot more benefits such as pension
 More consideration of benefits such as holidays, pensions etc.....stigma attached to being an agency worker, often assumed to be rather stupid
 more consistency
 more consistency between agencies, better pay for agency workers
 more control of how rates are paid ie daily rate how many hours per day or week you are expected to work
 more done to cater for travel needs.
 More employee rights
 More employment rights/protections
 More flexibility in terms of sick leave.
 More Flexible income tax arrangements between jobs
 more guaranteed hours
 more guarantees, holiday pay, pension scheme
 more guarantees of work or to be paid minimum wage when between jobs
 More holiday entitlement and sick pay
 more holiday pay
 more holidays
 more info needed
 more job security
 More job security is needed, sort it out!!!
 More job security, guaranteed holiday and sickness payments, equal pay to permanent staff doing the same job.
 more jobs
 more jobs and better pay
 more money
 more money for the worker, smaller cut for the agency, worker need to know how much agency is getting
 more money should go to the employee and not the agency
 more money to the workers
 more notice for employer letting you go
 more notice of a job being ended
 More notice of termination

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More paid holiday/annual leave entitlement
 more pay
 More pay and better benefits ie, sick pay etc
 More pay and opportunities for training
 more permanent jobs required and less agency jobs
 More protection
 More protection from loss of role" at short notice"
 More protection through employment law
 more protection, security, more flexible market
 more regulation and unannounced inspections of the agencies
 more respect
 more rights - so that we cannot be sacked without notice as has happened to colleagues recently. Also better arrangements for holiday pay and holiday time. In short, the whole process and industry needs an overhaul, temps and agency workers need EQUAL RIGHTS to perm workers
 more rights eg sick pay etc
 more rights for the employee, better terms and conditions, offer internally advertised jobs to agency staff, better pay, more permanent jobs
 more rights from statutory sick pay, company pension etc...
 More rights so that they cannot be replaced by permanent staff - agency workers should at least have the opportunity to apply for a job they have already been doing
 MORE RIGHTS WITH REGARDS TO DISMISSAL
 More rights, sick pay, More effort made with the workers
 More rights.
 More secre sick leave provision
 More security
 More security
 more security
 more security
 more security / benefits
 More security should be offered and job seekers allowance should be automatically paid to people who have worked for an agency and are awaiting another assignment
 more security, same pay and conditions
 more stable environment. Better pay for time off either sick or holidays - otherwise you could be at a placement for nearly a year and have not enough time off because you can't afford to lose the pay!
 more support on assignments and more second chances
 More training for the work you are there to do
 More training provided once have been there for a certain time, so can actually do the job properly
 More transparency on rates. It's currently very subjective and they try to get away with paying as little as possible.
 more transparency, better liaison between the agency and employer
 More transparency
 more truthful about job prospects and if an employer really liked you after interviews
 More union support
 More warning when the job will end.
 more work!
 most agency work is done on the minimum wage level, often agency workers are not even given full weeks, anywhere between 1 day and 5. because of the time and hassle and weeks of waiting most people don't claim benefits on a one day week for example. so they earn peanuts that week. make the system faster for people like that to make claims or raise the minimum wage.
 Much agency work is last-minute and employers often do not let you know what is expected of you. Some kind of basic pack outlining your duties would be helpful.
 N/A
 N/A I havn't worked as an agency worker long enough to comment
 need for agency worker to be treated as park of the workforce, not outsiders.
 need greter security and greater share of money paid by employer
 need more information regarding the laws and rights for agency workers.
 Need more job security
 need more social protection
 Need slightly more security of tenure for long-term temporary workers
 need some more stability
 Need to be able to have Trade Union representation and generic terms and conditions across the board.
 Need to ensure that agency workers are paid fairly - there should be regulations about the pay, my agency asked me not to discuss my day rate with other employees in an admission that the rate varied between employees for no decent reason. Also need to ensure that agencies are made to keep to promises they give when you join their books.
 Needs to be more stable

 Negotiable wages taking into account personal needs, easy access to benefits and tax credits, negotiations should be between client and worker and agency gets its commission; in that way, we stand a chance of getting a better deal
 no
 No bank pay and no pay between job
 no discrimination for temporary
 No opting out of sick pay.
 none necessary
 nope

 not allowing pay for the job to be alterd from when you started it, agencies always advertise for staff even though they have no work for current staff this NEEDS to be stopped.
 Not have contracting work...employers treat agency workers worst of the lot
 Not have so many agencies
 Not sure

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Not to be excluded from internal trawls for permanent posts.
not to be ripped off so much from the agency itself, permanent staff who are working at the same level, are getting paid considerable more than temps get.

Not to be treated like dirt in the workplace. There is a certain stigma against agency workers

not very knowledgeable in this area because would probably be considered "privileged" agency worker (part-time work full time student). perhaps more rights available to workers?"

Nothing

nothing i say could change the way they operate

nothing, if you're good enough you'll get treat well

Nothing, it's a choice everybody makes.

Nothing, my agency Office Angels treated me extremely well

Nothing. It's a market and doesn't need government intervention to make it more expensive for employers.

Nothing. Leave it to market forces Governments only mess things up.

notice period extension

notice time to be confirmed and up held

off agency staff more work on more occasions

Offer a chance for some sub contractual work.

Offer a wage to temporarily unemployed workers

offer more stability or transport cost cover

Offering some form of sick pay

Oh God, another badly thought out Labour party plan. Employers will just stop using us if tyhe government make it too onerous. Keep your damn nose out - you'll only screw it up for everyone.

Only use them where necessary, otherwise make permanent

Opportunity for pension admittance. Opportunity to agree to a minimum amount of hours.

Opportunity to apply for 'internal' vacancies. Entitlement to become permanent after set period of time eg 12 weeks. Stigma attached for some agency workers needs to be addressed.

opportunity to apply for permanent position in the place they work before external candidates

options after 4 weeks if job is transferable off agency to contract every 6 months rolling on

paid a retainer

paid bank holidays

Paid between assignments and yearly inflation pay rises

Paid by agency between contracts and benefits of sick and holiday pay.

Paid holiday

Paid holiday time (not already part of the hourly rate as some agencies do)

Paid holiday's would be a start.

Paid holidays, maternity leave rights, better contracts of employment

Paid holidays.

Paid leave as a proportional part of the assignment - may reduce rates but gives the worker a

'compulsory' break

paid public holidays as per the permanent staff

Paid same as substantive staff

Paid sick & holiday pay

paid sick leave

Paid sick leave and holiday leave if you have been there long enough.

paid sick leave maybe

Paid sick leave needs to be introduced, as well as a pension scheme

Parity with full time workers doing the same job in terms of pay and benefits

PARITY WITH PERMANANT WORKERS

pay

pay

Pay btween jobs.

Pay equal to permanent employees doing equivalent work.

pay increase

pay increase after 3, 6, 9, 12 months

pay more money for the service they provide

Pay rates should be fixed fairly

Pay should be at least equal to what the full time staff get

Pay the employees the same amount as those in permanent positions.

pay them more

Pay us better rates

Paying a retainer between assignments woud help personal finances

payment between jobs

payment between placements

Payment for holidays and non working times should be obligatory

Payment was better before minimum pay

Payment when not provided with work

payment when you are between jobs

payments between jobs

penalties for companies which don't pay on time

pension and holiday pay

pension contributions from employer

Pension entitlement, sick pay - do not think agency workers should have to pay agency to make up their wages

Pension plan.

Pension provision

Pension rights, full sick pay

pension scheme

pensions

Pensions contributions and holidays

Perhaps more advance warning as to how long the job will last, to give you chance to set up another

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permanent contracts,higher pay,benefits
 permanant staff
 placing then in jobs that suit there back ground
 pointless
 private agencies should not be allowed to prevent temporary workers from being employed by employees
 pro rata benefits for work done
 prompt payment
 proper holiday pay and sick pay
 proper pay and pension rights
 proper training to be made available before sending someone into a post that contains special requirements
 pros and cons, if you choose to work through an agency than you must accept the rough with the smooth
 Protect workers on reasonable wages; cap those contracting on ridiculous wages.
 Protection from companies wanting to thin the heard and using excuses to get rid of you like poor performance, lateness etc when in reality you have worked well and maybe only been late once.
 Protection of jobs. General workers rights. e.g holiday pay etc
 provide better job security
 provide sick pay
 Provide sickpay, maternity cover and a less complicated way to get a pension.
 Put notice periods in place so a worker has time to find a new job - too easy to say we don't need you tomorrow - can leave the worker in a very difficult position financially
 qsxvc
 qucik response
 rates of pay
 rates of pay in line with those doing a similar role on a permanent basis,
 Recent changes have already improved things ie holidays. It is not the agency working that needs changing it is the employers who use agency staff to avoid commitment when they could really be recruiting permanant staff
 Recommendations should be mandatory
 Reduce the fee that agencies can take out of your salary.
 reduced tax for a second job
 redundancy entitlement
 redundancy of some sort for long term workers... ie those who have worked over 2 years
 Redundancy payments for people on long term contracts
 Redundancy entitlements the same as perminent employees
 regardles of who the client is the employie deserves the same rights as the regular staff because you are still representing the company
 Regular income
 Regular pay, even when work cannot be provided.
 Regulation of terms of employment
 remember that some companies are small businesses and by putting in rules that insist on paying out more money your going to send more small business bust.
 Remov the law that says contracts need to become permanent after being extended twice.
 Employers get round it by letting contract workers go before they would otherwise have to go permanent.
 Removal of IR35 regulations by HMRC
 Remove all employment rights to make us more competitive
 remove recruitment agents fromprocess
 Remove the right for an employer to send agent home without pay if they have done less than 4 hours work
 Remove the stigma associated with agency staff
 Repeal IR35
 repeal IR35, leave everything else alone
 Respect
 retainer wages between assignments
 reward committed employees

 run training for skills needed for work. eg I cant do waitring jobs because ive not done it before. however if a days training was provided it would be advantagous, even if i had to pay a small fee £5 would be reasonable, any more and i dont think most workers would be interested
 salaried through the agency
 salary commensurate with experience
 Same benefits and pay once employed for a certain period
 same benefits as permanent staff
 Same benefits as permanent staff, take on temporary workers after a certain length of time to be employed permanently
 same benefits as permanent workers
 Same benefits as perminant staff.
 Same benefits as the employed people
 same benefits once a 12 week period completed with an offer of a permanent position to get company benefits
 same benifits

 same benifits/rate of pay as employed workers and mre regular work/pay between assignments
 same conditions for both
 same disciplinary process as permenent staff
 same entitlement as permanent employees with regards to hols and leave
 same entitlements as directly employed employees
 Same entitlements as permanant staff.
 Same entitlements to flexi-time and sick pay as permanent members of staff
 same hoilday entilments
 same holiday and sick pay
 same holiday entitlements, some kind of maternity and paretal pay
 same holiday rates

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same holidays, pay rate
 Same job same hours as permie staff, I have to work more hours
 same pay and conditions as regular staff
 Same pay and more termination notice from employers
 same pay as full-time employees and better training
 same pay as other workers and to be treat like the other workers

same pay as the people you work with and same holiday entitlement,also you should be aable to apply for a vacancy if one arises where you are temping at, the agency i currently work for does not allow this but never told me this at the interview when i signed up for them
 same pay as workers employed by the organisation
 same pay or at least comparable

Same pay rate as 'employees' and access to training either paid by the employer or the agency
 same pay rates as permanent staff while on contract
 same perks as permanent
 Same rate of pay
 same rate of pay
 same rate of pay as permanent staff
 Same rates of pay
 same rights
 Same rights & benefits as permanent staff
 Same rights as a permant member of staff
 same rights as an employee would have.
 same rights as employed person with training by employer paid for by employer and paid holidays
 same rights as full time employed.
 same rights as non agency permanent staff
 same rights as normal workers, roll back all anti trade union laws
 Same rights as ordinary workers
 same rights as other workers.
 Same rights as permanant staff e.g. paid leave
 same rights as permanent directly employed staff.
 Same rights as permanent workers
 Same rights as permies to holidays, flexible working, child care etc.
 same rights as perminantly employed workers
 Same rights as the fulkl time staff
 same rights regarding pay and holiday/sick entitlement
 Same rules apply to agency workers as permanent workers including statutory sick pay
 Same salary as permanant workers doing the same job, sick and holiday pay
 same sick pay, holiday, and notice periods as permanent jobs

Same terms & conditions as permanent workers after 3 months as you are showing loyalty.
 Same training as staff employed via company
 same training opportunities - same benefits, particularly sickness leave etc
 scrap agencies and just employ people on a temporary contract at first
 scrap IR35
 Scrap IR35 - MPs get generous" expenses for living away"
 Scrap IR35, so I can work for who I want, when I want and not worry about getting stung by the taxman.
 Security
 security
 set contracts, so you know when you are finishing assignment
 Set maximum terms that agency workers can work in a particular role before being offered a permanent contract.
 Severance after having worked for a year - more rights
 Short term benefits assistance should be available eg when workplace is closed or if sick
 Short term contracts to guarantee work every week so they can't just decide they don't need you.
 shorter hours
 Should be advised of a minimum assignment length
 should be entitled to the same pay and benefits as non-agency workers
 Should be given job description, so not to given managerial tasks on a receptionists pay
 should be given notice and holiday pay.
 Should be paid the same as similar workers and not penalised as a result of the agent taking their commission.
 should get statoury holiday pay ?
 Should pay holiday pay
 sick and annual leave payment
 sick and holiday cover
 sick and holiday pay
 sick and holiday pay. and training if required
 Sick Benefits also same bonus scheme as permanent staff if working for company longer than a year, also redundancy scheme depending on years contracted to company
 Sick leave, notice periods, bank holiday pay
 Sick pay
 Sick Pay
 sick pay
 Sick pay
 sick pay
 SICK PAY
 Sick pay
 Sick pay
 Sick pay
 Sick pay
 sick pay
 Sick pay (Doctors note required) I've known people bairly able to function turn up for work because they couldn't afford to miss a days pay

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Sick pay allowance
 sick pay and better job security/redundancy notice
 sick pay and fairer wages ie I got £5.75 but the agency took £8.00 per hour!!!
 sick pay and holiday pay for annual leave - as I am not on £250-500 a day
 sick pay and no admin charges
 Sick pay and paid bank holidays, increased pay to the agency worker and not to the recruitment agency itself.
 sick pay at the same rate as normal workers
 Sick pay entitlements as permanent workers and at least 4 weeks paid leave regardless of what system you are paid through; minimum amount of training set that the agency has to pay for, not the worker - they get their commission from you doing a good job'
 Sick pay scheme
 Sick pay!
 sick pay, benefits
 sick pay, better break entitlements, same pay as permanent workers
 Sick Pay, guaranteed work or pay for teaching assistants during school holidays (e.g. work in nurseries or help in finding temp work in other sectors)
 sick pay, holiday - had to accrue it
 sick pay, maternity pay and pension contributions would be nice
 Sick pay, paid holidays, same terms regarding redundancy etc.
 Sick pay, properly implemented paid holiday, longer notice period
 Sick pay, using holidays for being sick is not fair
 Sick pay.
 sick pay.
 Sick pay. That's the number 1 vital thing.
 Sick pay/travel pay compulsory
 sick, holiday and benefits etc the same as non agency staff either from the company you are assigned to work for or the agency themself.
 sick/maternity pay should be provided on pro rata basis.
 sickness pay and holidays
 sickness and holiday pay, if they have been working with the company for a while.
 sickness benefits
 Sickness pay. I missed three months of work due to illness and therefore a lot of money. Also, I had no job security while I was off.
 Similar benefits to full-time workers: especially holiday and sick leave
 Similar notice periods: pay at least half pay for holidays
 Simplify tax benefitting agency workers

small pay whilst on their books if they cannot get you work, better treatment within work places
 Some access to a national system of private health cover and pension as a freelancer / agency worker
 Some form of support for the worker when there is no work available
 some form of wage guarantee when in between assignments.
 some kind of payment whilst waiting for another assignment
 Some kind of stability will definitely improve the situation for agency workers
 SOME NOTICE PERIOD TO BEING MADE REDUNDANT
 some sort of guarantee of pay even if there are no assignments available would be great!!!
 something like "guaranteed hours" could be introduced. if the employee is not offered those hours to work agencies would have to pay them still."
 Sort out the economy rather than your personal assets!
 Staff who have worked for longer than 12 months in a temporary position should have to be offered a permanent position at the same salary level.
 staffing levels should remain same regardless of whether one is agency or permanent
 standard contract
 standard pay with or without work

Standardised contracts, absolute ban and crackdown on joining/processing fees, more co-operative agencies being set up, rather than commission-based bonuses for agency staff that never get passed on to the worker. Legislation promoting clarity and standardisation of commission being paid during temporary assignments and on assumption of permanent roles. A well-documented guide to salary scales in line with existing permanent work, and promotion of agency staff as being a more-skilled, flexible alternative to lackadaisical permanent workers. Better information available on the tax-implications of using Umbrella companies. Fewer pointless incentives like poor-quality discount goods offers when you introduce a friend to an agency, but something which actually reflects the value of such increased custom.
 State length of contract and get paid during periods if contract finishes early
 Statutory payment for maternity appointments
 Stay out of it, Government will stuff it up
 Stop finding new ways to tax contractors and stop taking away the tax relief we can claim for expenses.
 Stop interfering and making a pleasant work arrangement unworkable even impossible.
 Stop meddling!
 stop taking on low paid foreigners
 stricter adherence to minimum wage, greater holiday entitlement and sick pay. Also increase union support for temporary staff.
 stricter criteria for getting rid of staff before needing to give them permanent contract
 Stronger rights against sudden termination of work
 Stronger Unions
 Supporting the EU directive on giving agency workers the same rights as permanent staff, and enforcing the rolled-up holiday pay ban.
 Synchronisation with current legislation protecting permanent staff at least for those in public sector.
 Tax benefits
 Tax relief
 tax worked out better - to account for uneven income
 Taxed fairly
 Temping agencies should be nationalised, and run according to fair guidelines

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Tha agency I work for is fair, but not all agencies are. They should all provide holiday pay, which I know is not the norm

That agency workers get better rights and have first chance if any permanent jobs come up.

That as salary levels increase so should the rates of pay paid to supply teachers. Agencies charge the going rate for a teacher but don't increase the pay to the supply teacher.
 That holidays and day off entitlements are the same
 That if a company pays employees sick leave, this should be extended to agency workers. Also agency workers should be given a notice period when being made redundant, on the same basis as permanent employees.
 That is a wide topic and depends on a case to case basis
 That once agency workers are taken on and their temp assignment is ended unexpectedly that the company should pay for the rest of the month as compensation
 that teh jobs they are given are equal to their qualifications
 That the agency keep the workers more informed about up coming assignments or current assignment
 that their job positions be more secure
 that they recieve the same as permanent employees
 The agencies make a lot of money out of temporary workers which is unfair
 the agency charge the company alot then take 50-60% of the hourly rate leaving us with just above minimum wage.

The agency I work for are very fair, pay reasonable rates and give paid holidays based on how much work has been done. Improvements in security and payments between assignments may benefit people who work for the whole year through an agency as their only source of income. The agency should build in sick pay costs in order to pay agency workers if they are sick. Currently they have to take holiday pay.
 the amount the agency creamed off should provide something meaningful benefit for the workers.
 the changes are too restrictive...id prefer just to be left alone
 the companies rules apply for temps and full timers with no acceptions
 the employer should have to make tou permanent after a certain period
 The full range of State benefits must be available to the self-employed. We pay our taxes & take more risks than others, but we don't get unemployment benefit or sick pay.
 The government should ask those involved as it doesn't understand the market place
 the government should keep their big noses out of the current situation. Most people working for themselves do not want the so called help of 'workers rights'.
 The pay should be enough to pay bills and agencies should not be allowed to maintain low pay so as to undercut other agencies in securing work in schools.
 The pay should be equal to non-agency staff
 the same benefits as permanent staff . i.e.holiday and sick pay
 the same hour rates as permanent staff, and redundancy pay
 the same rights as other workers currently employed there after a trial period and also who is responsible if you where to have an accident at work regarding pay
 the same rights as permanent staff
 the workers should be treated well and not messed about.

Thee should be a necessary rule so the workers aren't left out of the loop of how long they are likely to stay. Maybe meetings with both agency and employer and worker should be mandatory. Their rates of pay should be fairer to the job
 There are a few things, paid sick days, the same overtime pay as permanent members of staff. It would be nice to also recieve the same training and learning opportunities as the permanent peers especially if it mean we will be able to do our jobs more efficiently.
 there need to be more implimented breaks and temporsry contracts looking out for the care of staff
 There needs to be more laws in place especially at the moment, to protect placement students. The wages are awful and hours long. Most of the stuff covered, doesn't help you to learn more for your degree, instead you are seen as incredibly cheap labour, often lower cost than a secretary which brings obvious troubles when being employed by them.
 There needs to be parity between the temporary workers and their colleagues who are employed - also there should be a decreasing threshold on how much an agency can charge for the introduction fee if the contractor is offered employment as a result of the work they have done
 There needs to be some sort of parity with the permanent staff, in terms of Hourly rate, Holiday and sick leave.

There should be a 20% limit on the amount the agency gets (often if someone is paid £6/hr the agency is also getting £6/hr which is poor value for employer and exploits workers.). Job placements over 6 months should have a pay review. Bank holidays should be paid. The public sector should never use agency staff for either for long term positions or because there is a recruitment freeze because they actually cost more than permanent staff.
 There should be a daily retainer paid if there is no work on that given day. otherwise you don't know whether to register unemployed or not which is a very complicated situation.
 There should be a minimum length of contract beforew the Employer has to make an agency worker permanent
 there should be a minimum time that you can be employed as a temp/casual worker, to stop companies/agencies (ie City councils) from keeping lots of staff on temp/casual basis for a long time and can get rid of them very quickly. Also should be better sick pay, as you cannot claim sick pay if you are sick for less than 3 days, which encourages people to go to work sick and spread illness or be unfit for work, then if you are sick for more than 3 days the sick pay is not enough to live on.
 there were more secure employments developments and better wages
 they cant just pick you up and drop you when they feel like it
 They need to be protected against practices outlawed against perm workers.

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They need to stop businesses from using agency workers for work which is not short-term temporary, if they are bringing people in long-term (3+months) then that should be forced to be a permanent position on full wages.

They receive a better rate of pay. the Agency receives a high rate of remuneration but little of it reaches the worker.

They should be entitled to the same or some of the same benefits as permanent workers eg maternity pay. Given some guarantees about lengths of assignments.

They should be given equal holiday/pay/benefits to the other non-agency workers in the company they are placed in. Especially if it is a long term temp to perm job, such as I am doing. They should be given equal rights in the workplace when on assignment. Often your work is better than the full time staff but on the whole this is not recognised. The other problem is that if they decide to cut your contract short you have no comeback. You are also paid less than full time staff for the same work.

They should be given more rights in relation to long term assignments as they are in reality treated as an employee but they are not given the same rights as one namely to take the employer to an employment tribunal to claim unfair dismissal or maternity rights.

They should be paid at a rate similar to permanent staff.

they should be paid higher than the minimum wage after all they have no pension plan and when not working due to illness or whatever they are not paid.

They should be paid holidays and when they are not working

They should be paid the same as permanent workers who do the same job

They should get paid at least as well as the permanent worker

they should get the same pay and not have to go through a agency

They should have more security in their job, they can be laid off very quickly.

They should have the right to notice and equal pay

They should have the same rights as permanent staff & have the same holiday pay entitlement

They should have the same rights as permanent workers

they should travel without cost, bcos they need to travel a lot each day.

they way they work out holiday and holiday pay.

Thouroughly vet the people who run the agencies

Tie pay rate increases into company remuneration rate increases - mine was not increased from 2005 through 2009, while company rates escalated at CPI+, with annual bonus in addition Tighter at looking at what the agencies actually pay and if it fair (ie no sick, holiday pay) time accrued as an agency member and as full time should count toward employment benefits if consecutive

to be entitled to be treated as a 'normal' worker...

to be given a definite length of service you can be told you are wanted for a week or more and then be given 1 day then off for a few days then in again.

to be given a weeks notice period when not required anymore. To actually receive paid holiday and not have it incorporated in the hourly rate which was never increased with the legislation was just told 1/17 of my hourly rate was now holiday pay badly thought out legislation allowed this to happen.

To be guaranteed all the benefits of a permanent employee

to be offered a permanent position within a shorter time span

To be offered same sick and holiday benefits as permanent staff

To be offered training courses for agency workers to help improve skills/ employability.

to be paid a base fee between assignments to push the agency into finding you work

To be paid a fair wage in comparison to full time employees

To be paid a greater amount of the overall cost

To be paid a reasonable pay

to be paid a retainer fee

To be paid in between appointments

to be paid when the agency can't supply work

to be treated as a member of regular staff even though the period may vary

To be treated the same as everyone else, not as an outsider, to have the same benefits as permanent employees

To compensate the employee with benefits

to enforce the existing rules. travel expenses, holiday pay as well as paying training expenses to ensure that agency workers got the same benefits as permanent workers

To ensure that all agencies treat their workers in a fair and honest way. I was fortunate enough to register with a very professional agency.

To ensure that all of the jobs they advertise actually exist. Unemployed people cannot waste time and money in chasing non existant jobs. It is scandalous.

To ensure that if they have to work away from home, they have their expenses better covered than currently.

to ensure the same work entitlements e.g. paid annual leave

To get holiday pay-as a teacher there are holidays most months and to not get paid in them hurts me financially.

To get Local Authorities to employ their own temporary teachers.

to get sick pay

to give them stability and right training before working

to give us equal rights as the normal employees.

to have fixed term contracts instead of working day to day or week to week

To have more consistent work and fair pay

To have the same benefits and bonuses as normal staff

to help agency workers to get a permanent job at the assignment places; and to cancel the fee which employers need to pay for agencies; to pay agency workers holiday and overtime hours money; to provide work at least 20 hours per week (because sometimes some agency workers wait even couple of months for work which longs one week); to pay maternity or paternity leave; to not discriminate pregnant women at work

to lower the amount of money the agency takes of you

to make childcare freely available 24/7 and close to work . for free

Note: This is not a representative sample of agency workers but a random group of members of the YouGov panel. It underestimates low paid and vulnerable workers, and over-represent the higher-paid and higher-skilled.

Total	Gender	
	Male	Female
Base		

to make sure that workers from different agencies are earning the same amount of money when doing the same role at the same organisation
 to match conditions between agency and permanent workers, to make the employers taking on an agency worker responsible for the agency worker rather than the agency,
 To offer the position to the temporary worker before advertised as this wastes time and money especially when the employee has already proved themselves
 To set a cap on the percentage the recruitment agent can take from the fees for the temporary workers employment.
 to stop insisting on taxing contractors expenses so heavily and to stop being so heavy handed with people who choose to be contractors and insist that we are full time workers despite the fact we are in contract positions, often doing important work, the higher amount we get paid should not be taxed so heavily as we are often in insecure roles and short terms roles that means we have little long term security
 tp be paid same rate as permanent staffs
 transparency
 Transparency of agency fee added to employee day rate.
 Transparency of rate charged to the client by the agent
 Travel expense paid by agency or employer using agency
 Treated as a normal employer, and also do not get so many foreign agency workers in who can not do the job, it puts a bad light on agency staff.
 Treated on the same footing as the full time employees
 treated with respect, not exploited or bullied
 Treated with the same level as respect as permanent employees.
 treating agency staff same as they treating their own staff. Same pay,same perks.
 Try to get rid of agencies and encourage companies to improve their interviewing techniques and hire directly.
 Unfair dismissal. Agency workers should be given at least one months notice
 Very Hard to Answer depends on type of Agency. Travel allowance, Sick pay,Waiting / Travel time allowance. Also protective clothing allowance.
 Wage rise
 wages from the agency when no on assignment, even if only minimum wage and a notice period if the agency wants to let you go
 We have enough employment and civil law already
 We must be treated equitably
 We should be given a Greater proportion of wage given to agency originally
 What sort of protections can agency workers receive as the peak and recovery period of the recession draws closer?
 When offered a pay rate this should not include holiday pay it should be an extra benefit
 When you are on long term / on-going assignments, you should get automatic pay for the bank holidays. Many agencies you have to claim for it out of your holiday allowance and must remember to do so in advance.

where do you start. better rate of pay. holiday pay accrument guarantee of a minimum call out fee(can turn up for a shift to find it cancelled without notice and dont get paid for it). travelling expenses in whole or part and pay parity with full time employees doing the same job
 Where job lasts more than a certain period, agency staff enjoy same T's & C's as perms. Kind of like an agenvy TUPE.
 Where work production bonuses are payable to placement employers staff, these should be payable to agency staff unless there is a separate pay premium over such staff
 whilst you are now entitled to holiday pay, the agencies I have worked for seem reluctant to pay you for your holiday if you don't take it, or if you leave them. It should just be done automatically.

Why can't we have ONE central database where all your employment history and aptitude test results are saved, and the agencies just download it when you apply with them? It's SO soul destroying having to answer the exact same questions with your 20th, 30th agency. Pointless.
 Work a way to have a guaranteed minimum income
 workers are not classed as employees - perhaps the agency should take them on as their own employees
 Workers get paid more, agency get paid less.
 Workers should be guaranteed a minimum of hours per week by the agency to stop them signing unnecessarily high numbers of people with no hope of work. This would make them more responsible for their workers. Also limit the amount of time a person can be considered tempory and force employers to make permanent after 1 month instead of having a person 'tempory' for years on end.
 would be nice to get statutory holiday pay
 Yes
 Yes
 yes
 yes
 yes i do think it will be better and fairer
 yes more job security
 Yes. Paid Bank holidays, more rights.
 youe agency you take the risk, no change required