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	Ge	nder
	Base	Male	Female
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 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?	6%	6%	6%
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 No, I was not paid	4%	3% 23%	4% 28%
No, I was not paid Which ONE of the following BEST describes why you are currently doing an agency job?	26%	23%	28%
ALL GB Adults currently work through private employment agency	1060	554	506
			170/
I normally work through an agency because I enjoy the lifestyle, even though I could probably get a permanent job I work through an agency because I am not always able, or want, to take permanent paid employment	23% 13%	29% 13%	17% 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	3270	32 /6	5276
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?		1	-
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 At least 4 weeks but less than 12 weeks	11%	10%	13%
At least 4 weeks but less than 12 weeks At least 12 weeks but less than 6 months	15% 14%	14% 14%	15% 14%
At least 12 weeks but less than 6 months At least 6 months but less than 1 year	14% 14%	14% 15%	14% 12%
A least o months but less than 1 year 1 year or more	14%	15%	12%
No one category applies – assignments have been of variable	20%	12%	22%
How long have you been in your current/ most recent assignment?	2070	1378	22/0
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/ paternity/ paternity/	6%	4%	7%
On the first state of the state	100/	100/	100/

 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 rope
 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
 12%
 10%
 13%

 Other
 7%
 6%
 7%

t underestimates low paid and vulnerable workers, and over-represent the higher-paid and higher-skilled.	Total	Ge	nder
	Base	Male	Femal
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 n agency)			•
ALL GB Adults work currentlly 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%
n your current assignment, are you <u>paid the same basic hourly pay rate</u> as directly employed staff doing the same work?			
ALL GB Adults currently work through private employment agency with employers who employ permanents 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 <u>breaks</u> 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 permanents 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%
n your current assignment do you get the same <u>holiday entitlement</u> as directly employed staff who work the same nours?			
ALL GB Adults currently work through private employment agency with employers who employ permanents 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%
	22%	18%	27%
Don't know			
Don't know n your current workplace, which, if any, of the following benefits do agency workers and directly employed workers have the same entitlement?	760	425	335
Don't know n your current workplace, which, if any, of the following benefits do agency workers and directly employed workers have the same entitlement? tigher pay rate for working extra hours or unsocial hours ALL GB Adults currently work through private employment agency with employers who employ workers directly	760 32%	425 33%	335 31%
Don't know n 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			
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Don't know n 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 Treated the same Agency workers have worse entitlement	32% 28%	33% 33%	31% 23%
Don't know n 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 Treated the same Agency workers have worse entitlement Agency workers have better entitlement Benefit not available in workplace Performance bonus	32% 28% 11%	33% 33% 12%	31% 23% 11%
Don't know n your current workplace, which, if any, of the following benefits do agency workers and directly employed workers have the same entitlement? ligher 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 Treated the same Agency workers have worse entitlement Agency workers have better entitlement Benefit not available in workplace Performance bonus	32% 28% 11% 28%	33% 33% 12% 23%	31% 23% 11% 35%
Don't know n your current workplace, which, if any, of the following benefits do agency workers and directly employed workers have the same entitlement? Igher 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 Treated the same Agency workers have worse entitlement Benefit not available in workplace Performance bonus ALL GB Adults currently work through private employment agency with employers who employ workers directly as well ALL GB Adults currently work through private employment agency with employers who employ workers directly as well	32% 28% 11% 28% 760	33% 33% 12% 23% 425	31% 23% 11% 35% 335
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Don't know n your current workplace, which, if any, of the following benefits do agency workers and directly employed workers have the same entitlement? igher pay rate for working extra hours or unsocial hours ALL GB Aduits currently work through private employment agency with employers who employ workers directly as well Treated the same Agency workers have worse entitlement Benefit not available in workplace Performance bonus ALL GB Aduits currently work through private employment agency with employers who employ workers directly as well ALL GB Aduits currently work through private employment agency with employers who employ workers directly as well	32% 28% 11% 28% 760	33% 33% 12% 23% 425	31% 23% 11% 35% 335

Note: This is not a representative sample of agency workers but a random group of members of the YouGov panel. underestimates low paid and vulnerable workers, and over-represent the higher-paid and higher-skilled.	Total Gender	nder	
······································	Base	Male	Femal
Assistance with travel (e.g. travel loans mileage allowances)			
ALL GB Adults currently work through private employment agency with employers who employ workers directly			T
as well	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	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	-	-	-
Aaternity pay			T
ALL GB Adults currently work through private employment agency with employers who employ workers directly as well	760	425	335
Treated the same	25%	425 22%	28%
Agency workers have worse entitlement Agency workers have better entitlement	70% 5%	72% 6%	68% 4%
с, ,	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		1	Т
as well	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%
Jse of workplace canteen luncheon vouchers	0070	0170	017
ALL GB Adults currently work through private employment agency with employers who employ workers directly		1	T
as well	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	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%
Agency workers have better entitlement	- / -		

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	Base	Male	Female
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 $\ensuremath{\mathsf{NA}}$

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 permanetely without facing massive agency fee's

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 minumum wage higher than the national minumum 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 susbstansial period of notice

a way of enforcing your rights

ability should mean equality throughout

Abolish IR35.

Absaloutely 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 permananet.

After a period of 3 months the job sgould be cosndiered permanent, or that the contract with the agency allwed for matching pay and conditions to the place you worked.

after e 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

TUC

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	Base	Male	Female	

Т

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 assimments

Agencies should provide proper training for their workers and teach new skills

agencies should provide transport ot 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 disciplinaries 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 shuld take less commision in order to encorage 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 antitrade 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 permenent

agency workers should get simmilar contracts to perm, and have no fee if been ofered 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

Date Nute All related to the last question but the main thing would be to introduce paid bank holdsays of settidement on the next holdsay year after one years service. It would also be good if they could entitlement on the next holdsay year after one years service. It would also be good if they could for them, e.g. It your assignment ends indiversity you holds he to be paid - on minimum wage- until the end of the week, they could also to up people's pb seekers allowance (adding 550 minimum per week) if they wont to keep a member of andif during a gap between assignments of a month (for example). It think this is a very important issue, for a significant number of people and in very happy that the government are looking into how they can make life iter for us. Thank you hope it becomes relity as it will make this country a better place. Allow travel expresses to be paid a mileage allowance does not cover! Allow travel expresses to be paid a mileage allowance does not cover! Allow travel expresses to be paid a mileage allowance does not cover! Allow travel expresses to be paid a mileage allowance does not cover! Allow travel expresses to be paid a mileage allowance does not cover! Allow travel expresses to be paid a firstly employee to the actual worker, and when that are don't lose 45 mins pay boccuse they say it has to be a break but surely we could still be paid for it as an agency worker, if something gees wrong its always a case of binne the worker and in sick of that As in some European countries, gancies to molyment. Employees become to collant on temps, sepecially in the publite sector, and use them to avoid having to gant full te	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	Gende
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Allow travel expenses to be paida mileage allowance does not cover! Allowed to and job at short notice I.E. less than 8 hours 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 lose of mins pay because they say it has to be a break but surely we could sill be paid for it. 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 chocse. I have done jobs where there is a permanent term? i.a. Always a temp doing a full-time job but without the pay and conditions of her colleagues." As we have a job barrik that relies more & more on temporary staff should they not have the same rights as permanent staff? As kor additional benefits such as holiday entitement Assignments can not go on forever. There must be a point (faire say 2 years) whereby an agency worker must be offerard a full time position work have the saignment. At least a weeks notice o termination of contract At least a menual wage increase to keep up with inflation. At the morent, all contracts are highly biased to the assignment. At the morent and such tar (meet to improve basic holiday entitement and sick pay basic nininum wage after say 1 yr with agency Be dired a panena shuft time worker Be dired a panena shuft time worker Be dired an annual salary as opposed to an hourly rate. be tracted the same as full time workers Be dired an annual salary as opposed to an hourly rate. be tracted the same wage equivalent to organisation's employees being paid the salary reviews Be dired an annual salary as opposed to an hourly rate.	contributions usually provided by LEAs.		
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better holiday and sick pay longer contracts Better holiday entitlements. better holiday pay	Better expenses. I use my own car to call on retail outlets but am not well recompensed.		
	better holiday and sick pay longer contracts Better holiday entitlements.		
Better holiday pay BETTER HOLIDAY PAY AND SICK PAY	Better holiday pay		

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	G	ender
	Base	Male	Female
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 hliday and sickness pay			
Beller rales of pay and finday 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 accruement 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 understanding of what agency workers put up with.			
Better wages			
better wages			
Better wages & sick pay better wages, more oppotunties for employment			
better working rights			
Beware of unintended com			
bin IR35 and treat agency workers more honestly than you have in the past			

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		ender
	Base	Male	Female
Breaks are less adheared 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 permenant 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 hope 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			
compulsary 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			
Consistancy in pay, one uses different agencies but the agencies pay different hourly rates			
consistant 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 enforible. The employer seems able to end contracts for 'flexibily' 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 guarentees			
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 agencys and agency fees			
Do not allow them to exist. They are bloodsucking middlemen. They are parasites.			
Do not make the protection for the energy weathers that they are not been at the other that			
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 norce them to work extra hours and stop treating them like dift.			
opportunity			
Eligibility for statutory sick pay, redundancy pay, paid maternity leave and paid belideu time			
Eligibility for statutory sick pay, redundancy pay, paid maternity leave and paid holiday time.			

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

imployees who take on temporary workers whould have to give tham the same rights as erranent employees. imployment agency should ofter regular job chas, regular feedback, support in achieving better kills and promotion. majorisment protection for page any ployed for longer than 6 months. India agency more to universe to consider using agency workers of the scam that agencies preted by our as eall employed inhance the pib centre soil runs like an agency. Agencies seem far more keen to get you work, high centre sing provides the same agency. Agencies seem far more keen to get you work, high centre sing provides the same agency. Agencies seem far more keen to get you work, high centre sing you are soil of protection regarding breaks and legal hours more a night whole car as energives should ensure that discourts for example. Shifts insure late to act so any ployers should ensure that discourts for example. Shifts model at distributed based on who is best qualified for it, not those who are in favour, as it issure that agency workers should ensure that discourts for example. Shifts mark and the agency workers should ensure the adiscourts for example. Shifts mark that agency workers such as many the same benefits and rights as permanent tatt, according to the length of employment insure that algency workers such as many test. by cutting down agency fees. In everal to leive the universe workers worker as more example far and rights as permanent tatt, according to the length of employment insure that algency workers worker as more worker distributions insure that algency bench insure and worker any agency workers as for wange. The sure that agency best the same and that recuritment agencies are in constant contact which the targing workers work as more worker any agency workers as a for wange. The sure that the agency pay the employees for any annual leave the yob on take and they just more that the agency pay the employees for any annual leave the yob on take any they just insure that the age	lote: This is not a representative sample of agency workers but a random group of members of the YouGov panel. underestimates low paid and vulnerable workers, and over-represent the higher-paid and higher-skilled.	Total Gender		nder
imployment again so should offer regular job chaits, regular feedback, support in achieving better kilks and promoting. imployment price agains until adjust using agains variations and intervent and agains and the agains work and a solution and agains and and agains and a solution and agains and agains and a solution and agains agains and agains and agains and agains	Employers who take on temporary workers whould have to give them the same rights as	Base	Male	Female
Nills and promotion. Imployment protection for people employed for longer than 6 months. Imployment protection for people employed for longer than 6 months. Imployment for the sequence of the sequence of pays as comparable staff Imployment protection for people employed for longer than 6 months. Imployment protection for people people staff and the sequence of the sequence	permanent employees			
micholyment rights against uniter demission anable agency workers be on same rate of pay as comparable staff incourage more businesses to consider using agency workers on the soum that agencies predet oyu as esile enclosed hance the be certer so it runs like an agency. Agencies seem far more keen to get you work. The post entits arring certer so it runs like an agency. Agencies seem far more keen to get you work. The post entits arring agency and the same pay insure langer pay rise preview and a right white acts or enployees mobule ensure that discours for or example. Shifts should be distributed based on who is best qualified for it, not those who are 'in favour', as it isstiminates against those who can't old al shift (i.e. students, these with other lobe/children (i) mare langer pay, training and treatment meet lainer pay, training and treatment (ii) mare that agency workers age paid holding hand metering pay and all other heanfils that agency workers and a pay rise. In y calling down agency fees. In energi 1 believe how works subd ency the same benefits and rights as germanent tati, according to the length of employment insure that agency workers and an agency workers and any agency workers a fair wage. There that agency workers have to have the same qualifications and British pool. Exerce that nonice workers have to have the same qualifications and British pool. Exerce that nonice workers have to have the same qualifications and British pool. Exerce that hose gency pay the employee for any annual leave they do not take and they just mare that he agency workers have to have agences workers and take agences and they agence worker that be agency margin, which is often insame. Exerce that he agency workers have to have agences they do not take and they just mare that he agency workers have to have agences and gences and gences and agences they be assemption to you and descent just you in where they want and they can agence agences and you have worked. Exerce that he agency workers are a that you agences wor	skills and promotion.			
nable agency working to be on same rate of pay as comparable staff: incourage more businesses to consider using agency workers and the same hat agencies pretend you are self employed hances the job control simulation agency. Agencies seem far more keen to get you work. In possible that a cars to any this like an agency. Agencies seem far more keen to get you work. In possible that a cars to employen should ensure tax discourts for example. Shifts hould be distributed as any so employens should ensure tax discourts for example. Shifts hould be distributed be addributed bases of who is base qualified for it, no thou exis do an 'in favour', as it iscriminates against those who can't do all shifts (i.e. students, these with other jobs/children (c) insure faite pay, training and treatment hance that agency workers are paid holdsy and maternity pay and all other benefits that arrannent tu agency workers are paid holdsy and maternity pay and all other benefits that arrannent tu agency workers are paid holdsy and maternity pay and all other benefits that arrannent that agency workers are paid holdsy and maternity pay and all other benefits and rights as permanent that, accound is the length of employment and a societ that all efficient and part of agency workers a fair wage. Insure that all efficient are to assess were that they can diverproperly this country and understand our highway code, without any expense to the British public use. Insure that the agency works for you and doexni just (i) you in where they want insure that the agency pay the employment is also worked. Insure that the agency works for you and doexni just (i) you in where they want insure that the agency works for you and doexni just (i) you in where they want insure that the agency pay the employment is a particular to the hours are painterment to six pay works for you and a doexni just (i) you in where they want insure that the agency works for you and a doexni just (i) you in where they want insure that the agency works	mployment protection for people employed for longer than 6 months.			
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equalise working conditions and benefits with perm staff. In education sector allocate same roportion of paid admin time as given to permanent staff. quality				
quality	qualise working conditions and benefits with perm staff. In education sector allocate same			
· · · · · · · · · · · · · · · · · · ·	Equality between teaching agencies - not all pay the going rate.			

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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
Equality of Opportunity - The agancy I work for provides the minimum of support / protection for its staff.	Base	Male	Female
equality with terms and conditions for agency workers			
equallity 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 comapnies 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			
Finatial 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.			
Ear langer term placements (is 6 menths plue), term steff should be given a few weaks nation			
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 perminent 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 reinburse 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			

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.	el. Total Gende		ender
Cive them the same side as any rights as other warkers and also say the amount assesses and	Base	Male	Female
Give them the same sickness pay rights as other workers and also cap the amount agencys 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 sufficiant 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,			
guarenteed work			
Guarentees 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			

Having a months notice instead of a day. health cover heath cover should be provided

help to prevent agency wokers 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 permannet 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 Hoilday pay, pensions Holiday & Maternity pay holiday and sick pay with travel allowance holiday entitlement Holiday entitlement and stricter contract. Holiday entitlement, offered a permant 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 seperate 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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	Base	Male	Female	
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, 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

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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	Base	Male	Female	

Т

i work through an agency for local government and don'y 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 agecies £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 marging 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 makeing £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 hoilday pay makes up peoples wage evey week to the £6 per hour. The agency should pay workers 4 weeks hoilday pay evey year this can be taken after being employed for 3months total of a year though the agency, and after being on the books for at least 6months 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

IAll 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 permenant 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 a 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 shouldnt be classed as temp and shoul;d 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 agancy contract where you end up being paid off at contracts end, some sort of redundancy payement should be available, also inclusion in health and pension schemes would be of benifet.

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 loosing 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 throguh another. Anything that can be done to make the jobs (not stolen non-existant vacancies) or the applicant dependant on the commission for the agency for me 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 clas 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

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	G	ender
	Base	Male	Female
increase pay			
Increase the notice period to al 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 Intoduce 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.			
n's pointiess as the employer will always lind a way around any registration.			
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 secruity			
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 poential employers off from using agaency workers			
Knowing how much the agency are being paid for you, knowing your rights in a work place,			
regarding discrimination or harrassment, 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 nrice 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			
say o months of Tyear			
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 thier easy to get rid of. Long term temporary employees need to receive better benefits from the employer.			
Long term temporary employees need to receive better benefits norm the employer.			
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 maximium time for payement 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 of 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 people without giving the proper notice required.	Base	Male Female
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 benifical 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 permanant 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 fo time then they have to give you that as a permenant job		
Maybe that they will get paid for sick leave maybe one day for every four weeks they work. Minimum asssignment 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		
Minimun 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 etcstigma attatched 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 employee rights More employee rights		
More flexibility in terms of sick leave. More Flexible income tax arrangements between jobs		
more guaranteed hours more guarantees, hollyday pay, pension scheme more gurantees 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		
More notice of termination		

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e stand a chance of getting a better deal				
b bank pay and no pay between job				
o discrimination for temprorary				
o opting out of sick pay.				
ne necessary				
pe				

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

lot to be excluded from internal trawls for permanent posts.	Base	Male	Female
ot to be ripped off so much from the agency itself, permanent staff who are working at the same evel, are getting paid considerable more than temps get.			
lot to be treated like dirt in the workplace. There is a certain stigma against agency workers			
ot very knowledgeable in this area because would probably be considered privileged" agency vorker (part-time work full time student). perhaps more rights available to workers?" lothing			
othing i say could change the way they operate othing, if you're good enough you'll get treat well lothing, it's a choice everybody makes.			
lothing, my agency Office Angels treated me extremely well lothing. It's a market and doesn't need government intervention to make it more expensive for mployers.			
lobing. Leave it to market forces Governments only mess things up. otice period extension			
otice time to be confirmed and up held ff agency staff more work on more occasions			
Offer a chance for some sub contractual work. Offer a wage to temporarily unemployed workers			
ffer more stabilty or transport cost cover)ffering some form of sick pay			
Dh God, another badly thought out Labour party plan. Employers will just stop using us if tyhe overnment make it too onerous. Keep your damn nose out - you'll only screw it up for veryone.			
veryone.)nly use them where necessary, otherwise make permenant)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			
f time eg 12 weeks. Stigma attached for some agency workers needs to be addressed.			
ptions after 4 weeks if job is transferable off agency to contract every 6 months rolling on aid a retainer			
aid bank holidays aid between assignments and yearly inflation pay rises			
Paid by agency between contracts and benefits of sick and holiday pay.			
aid holiday ⁰aid holiday time (not already part of the hourly rate as some agencies do) ∂aid holiday's would be a start.			
raid holidays, maternity leave rights, better contracts of employment raid holidays.			
aid leave as a proportional part of the assignment - may reduce rates but gives the worker a compulsory' break			
aid public holidays as per the permanent staff aid same as substantive staff			
'aid sick & holiday pay aid sick leave			
raid sick leave and holiday leave if you have been there long enough. aid 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			
ay			
ay ay btween jobs.			
'ay equal to permanent employees doing equivalent work. ay increase			
ay increase after 3, 6, 9, 12 months ay more money for the service they provide			
ay rates should be fixed fairly ay should be at least equal to what the full time staff get			
Pay the employees the same amount as those in permanent positions.			
ay them more Pay us better rates			
aving a retainer between assignments would help personal finances			
ayment between jobs ayment between placements			
ayment for holidays and non working times should be obligatory			
ayment was better before minimum pay ayment when not provided with work			
ayment when you are between jobs			
ayments between jobs enalties for companies which don't pay on time			
ension and holiday pay			
ension contributions from employer Pension entitlement, sick pay - do not think agency workers should have to pay agency to make			
p their wages			
Pension plan.			
ension provision Pension rights, full sick pay			
ension scheme			
ensions Pensions contributions and holidays			
Perhaps more advance warning as to how long the job will last, to give you chance to set up			

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	Ge	ender
permament contracts, higher pay, benefits	Base	Male	Femal
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 equirements			
pros and cons, if you choose to work through an agency than you must accept the rough with he 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			
qsxcv 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 committment when they could really be recruiting permenant staff			
Recommendations should be mandatory Reduce the fee that agencies can take out of your salary.			
reduced tax for a second job			
edundancy entitlement edundancy of some sort for long term workers ie those who have worked over 2 years			
Redundancy payments for people on long term contracts			
Redundency entitlements the same as perminent employees			
eguardles of who the client is the employie deserves the same rights as the regular staff			
because you are still reprsenting 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			
epeel IR35, leave everything else alone			
Respect retainer wages between assignments			
reward committed employees			
run training for skills needed for work. eg I cant do waitering jobs because ive not done it before.			
nowever if a days training was provided it would be advantagous, even if i had to pay a small iee £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 permenantly			
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 disicplinary process as permenent staff same entitlement as permanent employees with regards to hols and leave			
same entitlements as directly employees with regards to hols and leave			
Same entitlements as permenant 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			

Note: This is not a representative sample of agency workers but a random group of members of the YouGov panel. t underestimates low paid and vulnerable workers, and over-represent the higher-paid and higher-skilled.	Total	G	ender
	Base	Male	Female
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 leat 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 nolidays			
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 ordinary 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 fulkI time staff same rights regarding pay and holiday/sick entitlement			
Same rules apply to agency workers as permanent workers including statutary 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 jaxman. 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 (Doctors note required) I've known people bairly able to function turn up for work			
Sick pay (Doctors note required) i've known people bairly able to function turn up for work			

It underestimates low paid and vulnerable workers, and over-represent the higher-paid and higher-skilled.	Total	G	ender
	Base	Male	Female
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 reagarding 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.			
sicknes pay and holidays			
sickness and hoilday pay, if they have been working with the company for a while.			
sickness benifits			
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 imprive teh 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 ganecy or permanent			
standard contract			
standard pay with or with out work			
Standard pay with or with out work			
Standardised contracts, absolute ban and crackdown on joining/processing fees, more co-			
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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		ender
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	Base	Male	Female
That agency workers get better rights and have first chance if any permenant 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 redundent, on the same basis as permenant 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 fo rthe 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 agaency 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 restrictiveid 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 permnament 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 a 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 effciently.			
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 cant just pick you up and drop you when they feel like it They need to be protected against practices outlawed against perm workers.

Note: This is not a representative sample of agency workers but a random group of members of the YouGov panel. t underestimates low paid and vulnerable workers, and over-represent the higher-paid and higher-skilled.	Total	G	ender
They need to stop businesses from using agency workers for work which is not short-term	Base	Male	Female
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 eaches 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 regognised. 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 reated 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 permanant workers who do the same job They should get paid at least as well as the permanant worker			
they should get paid at least as well as the permanant 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 hey shouls 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 agencys accually 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			
o be entitled to be treated as a 'normal' worker o be given a definate length of service you can be told you are wanted for a week or more and hen be given 1 day then off for a few days then in again.			
o 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 mty hourly rate was now holiday pay badly thought out legislation allowed his to happen.			
To be guaranteed all the benefits of a permanent employee o be offered a permanent position within a shorter time span To be offered same sick and holiday benefits as permenant 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			
Fo be paid a reasonable pay o be paid a retainer fee Fo 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			
permanat employees To compensate the employee with benefits			
o enforce the existing rules. travel expenses, holiday pay as well as paying training expenses o ensure that agncy 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 experience of the provide the providet the providet the providet the providet the providet the providet			
o register with a very professional agency. Γο ensure that all of the jobs they advertise actually exist. Unemployed people cannot waste ime and money in chasing non existant jobs. It is scandalous. Γο ensure that if they hasve to work away from home, they have their expenses better covered			
han currently. o ensure the same work entitlements e.g. paid annual leave Fo get holiday pay-as a teacher there are holidays most months and to not get paid in them			
nurts me finacially. Fo get Local Authorities to employ their own twmporary teachers. o get sick pay o give them stability and right training before working			
o give us equal rights as the normal employees. o 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 benifits and bonuses as normal staff to help agency workers to get a permanent job at the asingment places; and to cancel the fee which employers needd to pay for agencies; to pay agency workers holliday and overtime hours			
noney; to provide work at least 20 hours per week (because sometimes some agnecy workers wait even couple of months for work which longs one week); to pay maternity or paternity leave; o not discriminate pregnant women at work			

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.	Total	Ge	ender
It underestimates low paid and vulnerable workers, and over-represent the higher-paid and higher-skilled.	Base	Male	Female
to make sure that workers from different agencies are earning the same amount of money when	Dubb	maio	. onia
doing the same role at the same organisation			
o 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 desopite the			
fact we are in contract positions, often doing important work, the higher ammount 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			
p be paid same rate as permanent staffs			
iransparency			
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 agancy staff same as they treating their own staff. Same pay,same preks.			
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 recovary 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			
ike 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.			
Nork a way to have a guaranteed minimum income			
workers are not classed as employees - perhaps the agency should take them on as their own			

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 consdidered 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 statutary holiday pay

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