

## **“EQUAL TREATMENT” FOR AGENCY WORKERS?**

**June 2008**



The Government reached an agreement in principle with the CBI and TUC that would afford temporary and agency workers the same rights as comparable permanent employees after 12 weeks' employment. The following issues were agreed in principle at UK level;

1. After 12 weeks in a given job an entitlement to “equal treatment” shall arise;
2. “Equal treatment” will be defined to mean that the agency worker will be entitled to at least the same basic working and employment conditions to which they would have been entitled if they had been recruited directly by the undertaking to occupy the same job (but excluding occupational social security schemes).
3. Further consultation will be required regarding the implementation of the new rules, in particular around anti-avoidance and dispute resolution mechanisms.

At the European Council Meeting on 9 June 2008, the UK Government secured approval for the implementation of the agreement reached between the CBI and TUC.

The Directive will now pass to the European Parliament and the UK Government hopes to be in a position to implement this legislation at national level in 2010.

*Please note: The content of this article is for information purposes only and further advice should be sought from a professional advisor before any action is taken.*