



AWR Notice – **TO BE HANDED OUT**

The Agency Workers Regulation came into force on 1 October 2011, with a 12-week qualifying period.

The aim of the regulation is to provide for parity of pay and conditions for agency workers with comparable workers employed directly by our clients.

At Backline Logistics, we engage staff directly via contracts of employment on PAYE or via our Anderson payroll partner, on their 'Choice or Plus' model. Therefore the 12-week qualifying period is not applicable.

PAYE staff will receive contracts of employment that fully comply with AWR as will those who opt to receive their pay via Andersons.

As employees of Backline Logistics, you will now benefit from contracts of Employment, a disciplinary code, guaranteed hours and, where appropriate, day one rights at a client's premises whereby client's facilities, canteen, crèche, job vacancies, will be made available. As you will be on either a Backline Logistics contract of employment, or one of Andersons contracts of employment, you will not be entitled to pay parity should you reach the 12-week threshold.

In your contract, certain AWR conditions apply which you must comply with to fully benefit, as outlined below. For full details, please refer to your contract.

In the event that the Company is unable to assign you to any of its Clients for any period of time you agree that you will remain contactable by telephone so that the Company can offer you suitable work as soon as it becomes available, you must call the telephone number as printed on your branch card each day between Assignments, excluding weekends, to report your availability. If you do not report in as required, the Company shall be under no obligation to pay you for such days and you shall be deemed not to be "available" for work. You must notify the Company immediately if you are not available to undertake Assignments at any time during the period of this Agreement and shall comply fully with any notification requirements specified by the Company in this regard.

If you require further information on AWR please do not hesitate to email your Backline branch including your telephone number. The branch staff will get back to you as soon as possible and, in any case, within 28 days.