

Summary of Work-Seekers Rights

Some of the rights applying to candidates contained within the Conduct of Employment Agencies and Employment Businesses Regulations 2003 are:

1. It is unlawful for any agency to charge candidates a fee for providing work-finding services. However it is possible for a recruiter to charge a fee if the candidate is a self-employed work-seeker providing services through a limited company.
2. An agency must confirm on what basis they are to offer work finding services and the terms, which apply between themselves and the candidate.
3. If you carry out work on an assignment as a temporary worker, you are entitled to be paid for the hours you worked by the employment business. However, if your timesheet isn't signed the employment business can delay payment to check whether you have worked the hours claimed.
4. Before you commence an assignment through the agency you must be given information about the proposed position including:
 - The identity of the hirer
 - The likely duration of the work
 - A start date
 - The type of work
 - The experience, training and qualifications required for the role
 - The location
 - The anticipated hours
 - Any risks to health & safety and steps the hirer has taken to prevent or control such risks
 - The rate of remuneration to be paid
 - Any business expenses that apply

