

The Agency Workers Regulations 2010 (AWR) come into force from 1st October 2011 impacting on agency workers in the UK and elsewhere across Europe under the related European directive. Having consulted extensively within our existing client base, Safe has designed a product to aid recruitment businesses in implementation of the AWR regulations and management of on-going compliance.

Safe AWR is a portal based product comprising a core AWR consultant portal and Client/Worker/Supplier Portals for external access. Safe AWR is designed to integrate with legacy recruitment front office systems and the Safe Tempest Pay and Bill product.

Safe AWR is designed to manage the following AWR requirements:

AWR eligibility and qualification

- record workers out of AWR scope
- track pay parity qualification

Pay parity

- manage comparator data
- match comparators to assignments
- apply parity pay rates at qualification point where appropriate
- review comparator rates and propagate changes to related assignments

Information flow

- capture, manage and distribute data relating to AWR day one entitlements such as access to facilities and job vacancies
- create custom types of information flow data for any other specific use

Derogation contracts / pay between assignments

- record derogation contracts against workers as appropriate
- calculate and process pay between assignments where required
- manage derogated workers to maximise resource utilisation and minimise derogation pay liability





Safe AWR Overview

Solution for managing Agency Workers Regulation requirements

Working time and annual leave entitlements

- record working time and rest periods on comparators
- record comparator annual leave
- adjust temporary worker annual leave accrual following parity qualifying period if appropriate

Entitlements for pregnant workers

- manage different models for processing paid antenatal appointments
- distribute information flow on the antenatal appointment booking process
- capture antenatal appointments and process related payments
- calculate and process pay during pregnancy where required

Impact of AWR on gross profit and future liabilities

- AWR Rate Calculator to calculate and compare bill rates and potential gross profit for an assignment using different employment models – parity, derogation
- forecast impact of pay parity for on-going assignments
- forecast and accrue for derogation pay costs

Worker queries on AWR entitlements

- capture and record AWR related queries from temporary workers
- manage query responses with template driven response library
- escalation and compliance monitoring for statutory time limits
- full audit trail / history of communication recorded

AWR portal self service

- client portal access for capture and maintenance of basic AWR facts and figures, comparators and information flow
- worker portal for provision of data relating to AWR qualification, comparators, information flow and capture of AWR queries
- supplier portal for sharing of AWR related information with umbrella companies and multiple tier suppliers

Integration with existing legacy front office and pay and bill solutions

- utilise existing Safe Tempest front office interfaces to streamline AWR product implementation
- offers an export that can be used to push data back to front office
- seamless integration with Safe Tempest pay and bill to process any transactions generated from AWR processing
- eliminate the need for front office changes/upgrades by processing AWR obligations in a dedicated product