



AGENCY WORKERS REGULATIONS

Eden's Solution

Are you worried about AWR?

Relax, Eden are here to help you through this challenging time. Let us take the worry away by providing you with a free Eden risk assessment of AWR tailored to your agency. We have worked closely with our legal advisors to provide multiple options. The outcome for each agency will depend on the type of workers, ease of compliance with the regulations, typical length of assignments, etc.

Professional Workers

For those who are in business on their own account where the status of the hirer is that of a client or customer of a "profession or business undertaking", Eden is able to offer 2 alternatives:

- Professional Status – using a Professional agreement with the worker.
- Eden's Limited Company (PSC) solution.

Workers treated equally or better than a comparable employee

- Eden will provide 'AWR friendly' agreements similar to our existing umbrella version.

This solution can also be used for Employees working under supervision with no comparable terms and conditions, or where assignments are less than 12 weeks.

Information flow will ensure compliance between all in the chain of supply (Temporary Work Agency).

Swedish Derogation Model (permanent contract of employment)

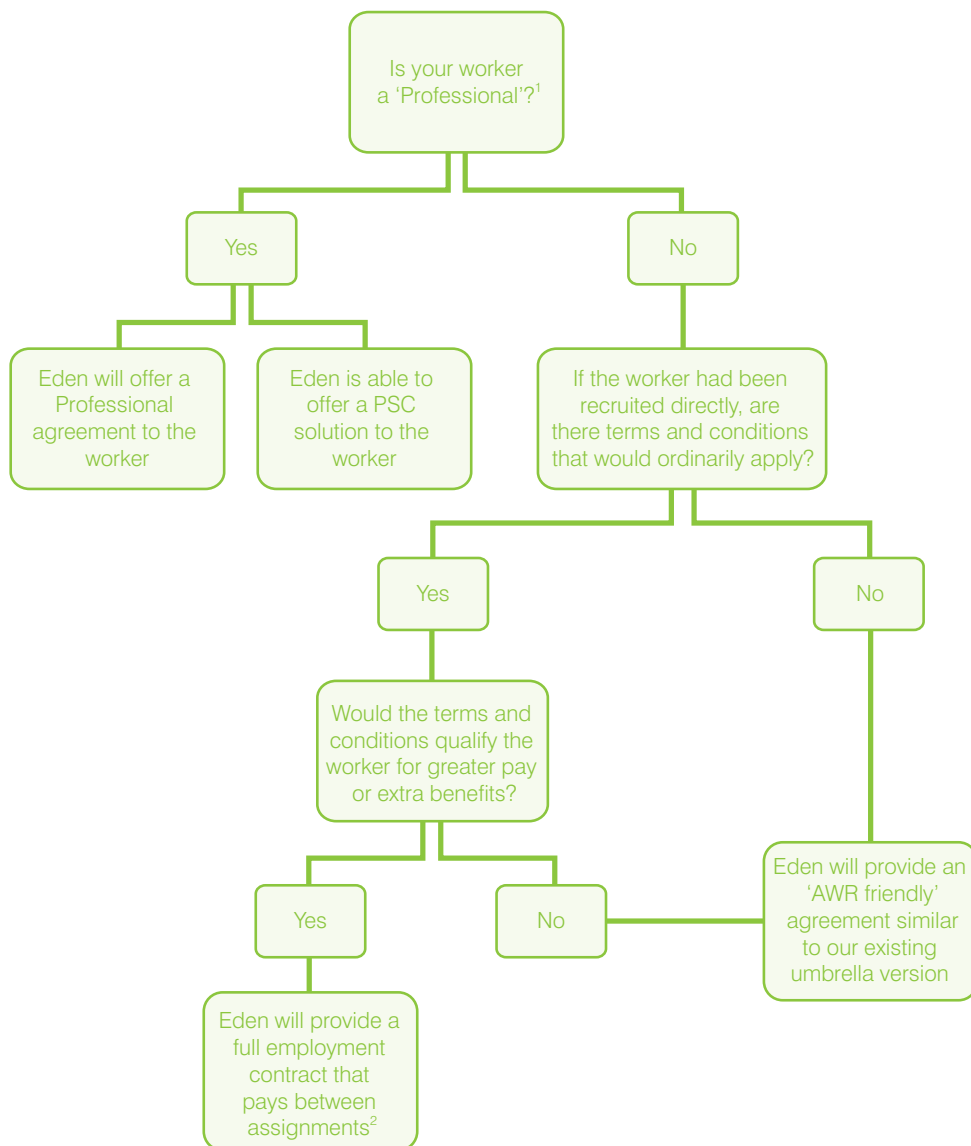
Eden are able to provide a permanent contract of employment as a solution for your agency, thus removing the worker's right to equal pay under Regulation 5. (This is dependent on the results of the Eden risk assessment.)

This will involve Eden:

- Consulting with your agency and perhaps the end client via your agency.
- Paying employees between Assignments.
- Establishing the rate of pay between assignments.

How will this work?

Below is an example of how Eden will provide the perfect solution for your agency



¹ In business on their own account where the status of the hirer is that of a client or customer of a "profession or business undertaking"

² Subject to certain conditions

For more information please contact Eden on **0844 686 8350**, quoting 'AWR' and one of our experienced team will be happy to explain further.

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