

## AGENCY WORKER REGULATIONS COMPLIANT SOFTWARE

The Agency Worker regulations came into effect on 1<sup>st</sup> October 2011, our software, **TempID™**, is fully compliant as an end-to-end recruitment package and provides complete compliance for the regulations.

Of paramount importance to us – and you - is that the workflow of the agency remains consistent with the ethos of **TempID™**, of "One-Time" data entry.

### Key Feature Checklist For Compliance



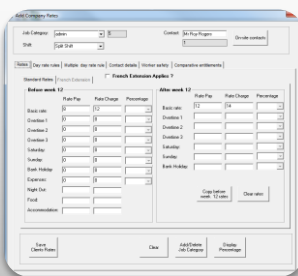
#### AWR Eligibility and Qualification

**TempID™** will at the point of registration and during the worker's employment with the agency allocate the applicable benefits whether in or out of scope based on their employment status. The system will allow for workers to be placed under different contractual agreements and at the same time ensure that compliance is achieved as requested by the client.



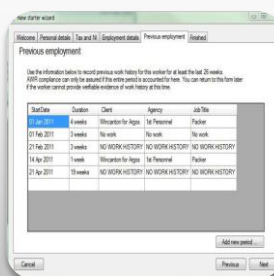
#### Working Time and Annual Leave

**TempID™** will calculate the holiday pay as per statutory contracts, as standard, and will also calculate the additional holiday pay when the parity period is reached. It will also account for increase in holiday leave for workers on contracts where parity of pay is not applicable (i.e. Swedish derogation).



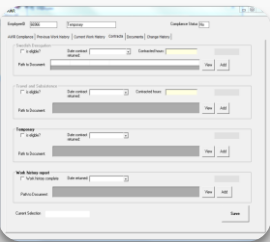
#### Pay Parity

Due to the various parity scenarios in place for workers based on stages where the AWR clock will pause or tick, the system will be able to distinguish this and prompt the consultant to liaise with the client before any such increase in pay and charge rates occur. This will happen at the 13th week point and at variable times beforehand as defined by the agency.



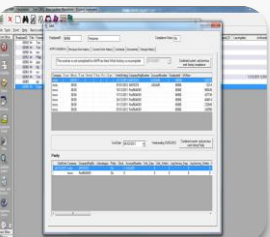
#### Work History

**TempID™** will at, point of registration, enable the consultant to record in a logical process work history of the worker with a benchmark of having to account for 26 weeks of employment history or up to the 1st October 2011. The unique identifier for the worker will be the national insurance number. The system will look back through the entire employment history going back up to 4 years to account for the various variables over clock states.



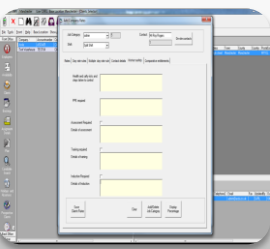
**AWR essential information**

Due to the business critical information required for the AWR we have a section within the software which covers the main areas for compliance. This also features a journal log for contractual changes due to the importance of placing workers into roles which have contractual restrictions on them (i.e. Swedish derogation).



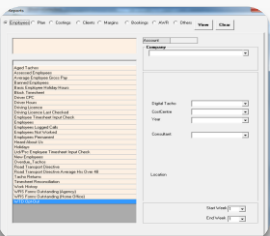
**The AWR Clock**

The requirement to record information of workers through previous roles and during their current assignment period is crucial for the system to ensure that the state of the clock per hirer/per role is calculated correctly. In order to establish the correct calculation, the system will count backwards identifying reasons for the clock to pause then reprocess the calculation forward to correctly establish the different clock states as the calculation is not the same.



**Recording of client information**

Information recording for parity of conditions can be recorded against each hirer and role. Information such as start times and end times will be collated over time and will, if requested by the client, show any disparities between the temporary worker and the permanent workforce.



**Reports**

Due to the increase in administration for both clients and agencies the system will have an extensive list of reports surrounding AWR, where the information is already in **TempID™**. These include:

- Workers approaching 13 weeks of parity with the same hirer/job role
- All workers with AWR clocks running or per client / per worker
- Workers who are out of scope for pay but in scope for other benefits.



**Alerts**

The system has various alerts in place for the AWR where it will notify the users of issues that may arise from placing candidates into bookings such as:

- Planning workers in a role with contract types that don't match the client
- Placing workers into the 13<sup>th</sup> week parity pay period
- Placing a worker repeatedly back into a role after a 6 week gap (anti avoidance)

**Rocket Software has spent the last 18 months planning this legislation change and we can confidently assure our clients that the software will ensure they remain compliant.**