



PRESS RELEASE

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BEGINS

Local Solicitor cautions businesses employing temps

Robert Hill, employment partner with Wycombe law firm Reynolds Parry Jones has highlighted the need for businesses that employ temporary workers to understand their new obligations under recent EU legislation that came into force last autumn.

According to Mr. Hill, "The EU's Agency Workers' Directive gives temps the same rights as permanent staff, once they have been with an employer for 12 weeks. There is a real danger that employers could accidentally find themselves in trouble if they are accused of denying temps these rights, so it's very important that they're fully familiar with the Directive's requirements."

He also pointed out that a new £1 million Government campaign using poster and press advertising to make temporary workers aware of the changes is making it particularly urgent for employers to get to grips with the new legislation.

He continued "At first sight, particularly in these uncertain times, the apparent flexibility of using temps is highly attractive to many businesses. However, the picture is now more complex than it used to be, and in some cases temps can no longer be seen as the easy answer to a business's staffing challenges. Continuing to think that way creates a risk that employers may unwittingly be exposed to legal action due to a misunderstanding of their responsibilities."

"Just call us on 01494 525491 if you would like more information" Mr. Hill concluded. "This is an important step in ensuring that you're not exposed to unnecessary risk, and that temporary workers are treated fairly. If your business employs temps and you're uncertain about how the Directive affects you, it needs to be one of your top priorities."

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