

# Employment Agencies, Recruitment Agencies and Agency Workers

A Practical Guide to the Law

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# CHAPTER 1

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## INTRODUCTION

**1.1** Although statistics vary, the number of agency workers working in the United Kingdom at any given time materially exceeds one million. The number of employment agencies and recruitment agencies operating in the United Kingdom is materially in excess of 10,000.

**1.2** This text provides a comprehensive analysis of the law as it applies to this significant section of the employment and labour market.

**1.3** The first six chapters concentrate on the statutory regulation of employment agencies and recruitment agencies under the Employment Agencies Act 1973 and the Gangmasters (Licensing) Act 2004 together with their ancillary Regulations. It also provides analysis of the recent reforms introduced in the Immigration Act 2016 which are likely to have a profound effect upon the regulation of employment agencies and recruitment agencies operating in the labour market.

**1.4** The following five chapters concentrate attention on the rights of agency workers, ranging from the common law development of the law in relation to the employment status of agency workers through to the statutory rights and protections provided by the Agency Worker Regulations 2010.

**1.5** Finally, individual chapters analyse discrete issues such as potential liability for the acts of agency workers and the taxation of agency workers.

**1.6** The intention of this work is to provide a practical, single source guide to the law in this field for legal practitioners, HR departments and those operating employment and recruitment agencies.