**Day One Rights Declaration**

Please list below the day one rights for an Agency Worker.

Access to collective facilities and amenities: Regulation 12 From day one of an assignment, agency workers are entitled to be treated no less favourably than a comparable worker or employee1 in relation to access to collective facilities and amenities provided by the hirer. This is not intended to extend to all benefits which a hirer might provide to directly recruited workers or employees; rather, it applies to collective facilities provided

by the hirer either to workers or employees as a whole or to particular groups of workers or employees.

These may include:

* A canteen or other similar facilities
* A workplace crèche • transport services (e.g. in this context, local pick up and drop offs, transport between sites – but not company car allowances or season ticket loans)
* Toilets/shower facilities
* Staff common room
* Waiting room
* Mother and baby room
* Prayer room
* Food and drinks machines
* Car parking

This is a non-exhaustive list and acts as an indication of which kind of facilities should be included. It applies to facilities provided by the hirer and therefore these facilities will usually be on-site.

However, for example, if a canteen is used on another site – or shared with another company – then this should also be available to agency workers. Access to facilities is not: This does not mean that agency workers will be given ‘enhanced’ access rights, for example, where access to a crèche involves joining a waiting list, the agency workers would also be able to join the list and would not be given an automatic right to have a crèche place. Nor is it about access to off-site facilities and amenities which are not provided by the hirer, such as subsidised access to an off-site gym as part of a benefit package to reward long term service or loyalty or to other types of benefits such as the ability to purchase discounted company goods in a staff shop or subsidised meals in a canteen. However, this does not prevent hirers offering these to agency workers if they choose to do so.

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