

# Randstad's UK-wide 'Shifting Sands' Seminars focus on Agency Workers Regulations

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Randstad (<http://www.randstad.co.uk>) is set to host a series of UK-wide seminars based on the findings of their latest published report 'Shifting Sands', which highlights the social, economic and government policy changes affecting the jobs market.

Kicking-off in Cambridge on 3 May 2011, keynote speakers will provide guidance on how to protect the organisational cost base whilst managing change in the evolving workplace, but more controversially, discussions will be led concerning the impact of the Agency Workers Regulations (AWR) (<http://www.randstad.co.uk>), one of the most complicated legislative workplace changes to hit the UK, coming into force on 1 October 2011.

According to research by Randstad (<http://www.randstad.co.uk>), the world's second largest recruitment and HR services company, over a third of organisations (37 per cent) surveyed in Randstad's 'Shifting Sands' report, admit that they are unfamiliar with the Regulations.

The AWR will ensure that agency workers receive the right to the same basic working and employment conditions as those in the equivalent permanent job recruited directly by their host organisation. Some rights will apply from day one, such as the same access to facilities and job vacancies. Other rights, such as pay and some benefits, will apply after the agency worker has been in the same job for 12 weeks.

The impact of the AWR will vary across industries, according to their use of temporary workers, with sectors such as construction, education and healthcare likely to face some of the greatest challenges, but as agency workers make up about four per cent of the UK workforce, the highest proportion in Europe, Randstad estimates that at least half of them will be affected by the AWR.

Diane Martyn chief executive officer of Randstad Staffing, UK, says; "The Randstad seminars will take place throughout May, in major cities including Manchester, Leeds, Birmingham, London and Bristol. They will provide an invaluable opportunity for organisations to learn how they can effectively maximise the implications and opportunities brought about by the AWR Regulations."

She continues; "Whilst Randstad (<http://www.randstad.co.uk>) recognises the initial challenges that the AWR (<http://www.randstad.co.uk>) poses, we support the Regulations in their ambition to professionalise the use of agency workers (<http://www.randstad.co.uk>) and, in particular, give greater recognition to those that are paid on an hourly basis and often working unsocial hours, hence our commitment to ensure greater understanding of their implications."

The Randstad Shifting Sands seminars will also highlight other key challenges on the HR agenda this year, including preparation for automatic enrollment in workplace pensions for all workers, temporary or permanent, in 2012; the transformation of the public sector, as a quarter of the workforce is engaged directly or indirectly in delivering public services; and appropriate recruitment and retention strategies in the light of skills shortages and demographic change.

Shifting Sands features in Randstad's multi-million integrated national marketing campaign, which includes prime time advertisements on national television, full page colour advertisements in daily newspapers, and online advertisements.

The Shifting Sands Seminars will take place on the following dates at these locations. Booking information and the full Shifting Sands report is available at [www.randstad.co.uk](http://www.randstad.co.uk)

Cambridge 3 May  
London 4 May  
Birmingham 5 May  
Liverpool 10 May  
Manchester 11 May  
Leeds/Sheffield 12 May  
Newcastle 17 May  
Bristol 19 May  
London 25 May

(ends)

#### Additional information

Randstad is a leading recruitment and HR solutions company in the UK, and part of one of the world's largest HR services organisations. In the UK Randstad has the recruitment industry's most diverse portfolio of specialist companies serving the professional sectors. The company also operates a leading general staffing division for the office and blue collar sectors, with branches across the UK and inhouse teams on client sites, as well as a managed services business, providing outsourced HR services. Randstad is a trusted adviser to organisations across the private and public sectors, matching their full-time, part-time and temporary talent requirements, and to candidates, providing them with long-term career counsel.

Over 95% of Randstad's business by sales in the UK is fully Randstad branded or co-branded.

Randstad's sectors and the businesses that serve them in the UK are:

Accounting, Banking and Finance and Legal: Joslin Rowe, Martin Ward Anderson, Hughes-Castell and Prolaw (all soon to be Randstad Financial & Professional)

Construction, Property and Engineering: Randstad Construction, Property and Engineering (CPE) and Qualitair

Education: Randstad Education, Teach Anywhere and Supreme Education

Interim Management and Search: Albemarle Interim Management Ltd (soon to be Randstad Interim Executives), Firth Ross Martin

Health, Social and Domiciliary Care: Randstad Care

Human Resources: HRi and Digby Morgan

IT: Randstad Technologies

Sales, Marketing and Creative: Major Players, Pareto Law, Randstad Sales

Staffing: Randstad Business Support, Randstad Inhouse Services, Randstad Retail, Randstad Worker Support, Randstad Student Support

Managed Services: Randstad Managed Services

At the end of 2009, Randstad had 2070 corporate employees (as per annual report) in the UK, working in 292 locations. In an average week in 2009, over 19,100 Randstad candidates were engaged through clients. The UK revenue in 2009 was €753.3 million.

Globally, at the end of 2009, Randstad had approximately 25,500 employees working from over 4129 branches and inhouse locations in 44 countries. Randstad generated revenue of €12.4 billion in 2009. The company was founded in 1960 and is headquartered in Diemen, the Netherlands. Randstad Holding nv is listed on the NYSE Euronext Amsterdam, where options for stocks in Randstad are also traded.

[www.randstad.co.uk](http://www.randstad.co.uk) and [www.randstad.com](http://www.randstad.com)

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