

AGENCY WORKING REGULATIONS (AWR)

AWR entitles agency workers to the same basic employment and working conditions as a direct employee. AWR protects temporary workers hired through an agency or those working through an Umbrella Company. Contractors working through their own limited company and who are outside IR35 are not affected by AWR.


AWR is in full effect once agency workers have worked for 12 weeks in the same job. Equal treatment after the initial qualifying period covers pay and working conditions, including overtime, breaks, rest periods and public holidays. After completing the qualifying period, pregnant agency workers are also allowed to take paid time off for ante-natal appointments during an assignment.

For more information read the [Agency Workers Regulations Guidance document](#).

For contractor advice visit the [Contractor UK website](#).

A decorative horizontal line with a blue gradient, featuring a white circle at the left end and a white circle at the right end. The line has a slight upward slope in the middle section.

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