

Baroness Anderson of Stoke-on-Trent  
House of Lords  
London  
SW1A 0PW

6 July 2023

Dear Baroness Anderson,

I am writing to you on behalf of the Association of Professional Staffing Companies (Global) Ltd (APSCo Global) to invite you to meet to discuss the Workers (Predictable Terms and Conditions) Bill and the impact this may have on our members in the professional recruitment and outsourcing sectors.

By way of background, APSCo Global is an international trade body offering global services with local delivery to the international recruitment sector through our offices in Australia, Germany, throughout Southeast Asia and the UK. APSCo and OutSource members range from SMEs to the largest global, listed recruiters and outsourcers and we have approximately 1200 members in the UK.

Our members place agency workers and self-employed independent professionals into a wide range of roles across multiple sectors, including education and clinical healthcare. Our members feed back to us their appreciation of the importance of workers being able to request more predictable terms to provide a better life/work balance and to manage their finances during the current cost of living crisis.

However, we are keen to meet with you as co-sponsor to this Bill to further understand and discuss some of the key points to the Bill which currently remain unclear, and how it may impact our members to ensure no inadvertent impacts arise during implementation stage. We are particularly interested in discussing the Bill's impact on agency workers, including:

- How the Bill would work for agency workers requesting predictable hours, in particular the qualifying time period and the scope of the Bill relevant to recruiters and outsourcers
- The additional red tape and administrative burden to have to process and respond to agency worker requests for predictable hours particularly for education and healthcare services who are already under strain
- The addition of multiple parties who could potentially have liability under the Bill: the outsourced service agency appointed by the hirer, the second-tier recruitment business, who sources and supplies the worker and an umbrella company who employs the worker

As the only trade body representing the outsourcing sector, APSCo is uniquely placed to provide insight and member input on this piece of legislation.

I look forward to meeting with you soon. If you require any further information please do let us know.

Yours sincerely,



Tania Bowers  
Global Public Policy Director