

## Understanding AWR - Day 1 Rights

### AWR: Day 1 Rights

**The sole responsibility of ensuring and communicating Day 1 Rights for each worker lies with the hirer. The hirer must ensure the agency workers receive the same treatment and access to benefits as comparable workers and employees, from the first day of their assignment with each client.**

Here's a short list of the key facilities and benefits which, if made available to comparable workers and employees should also be provided and communicated to all temporary workers on or before the first day of the assignment.

### Vacancies

Information must be made available through general announcements (e.g. Intranet, company-wide email or public notices in communal areas) and the agency worker should be made aware of how and where to access this information.

### Collective Facilities

Temporary workers are entitled to equal treatment (not special treatment) in respect of the collective facilities provided on-site to directly employed workers (either as a whole or to a particular group of workers/employees) e.g. where waiting lists exist for parking spaces or an workplace crèche then the agency worker must join the same queue.

Here are some examples of collective facilities (this list is not exhaustive):

- Canteen or other similar facilities.
- Staff common room or communal areas.
- Food and drinks machines.
- On site crèche.
- Mother and baby room.
- Toilet and shower facilities.
- Car parking.
- Transport services – local drop off and pick ups.
- Waiting room.
- Prayer room.

These facilities do not include those provided off-site (although there are exceptions) or benefits in kind that are provided to direct employees. The hirer may restrict such facilities, and give less favourable treatment, to the agency worker where it can be 'objectively justified'.