

Newsletter Summit Recruitment Summer 2011.

I hope this update finds you well and you are enjoying the summer. Summit is committed to keeping its clients (both existing and potential) up to date with our latest news as well as any legislative changes that may affect you. If you have any specific questions regarding the subjects covered in this newsletter or if we can help in any other way, please don't hesitate to contact me.

Agency Workers Directive (or AWR)

The Government has [published final guidance](#) for employers and recruitment agencies on the Agency Workers Regulations (AWR), which come into force on 1 October 2011.

Agency workers will be given the right to the same basic employment and working conditions, such as pay and holidays, as permanent staff and will be entitled to use collective facilities, including canteens and childcare facilities, from the first day of their appointment.

Summit acknowledge that the forthcoming changes are probably the biggest shake up of the recruitment services industry for many years and will impact upon clients that use any temporary workers (whether temps or contractors). If you use temporary workers you will need to check with the agency that their contracts or agreements will be AWD compliant and confirm they have any plans well in hand. Summit are currently taking advice but as it stands we believe that any contractors supplied through us will be fully AWD compliant; Summit only works with genuine, third party, limited company contractors, which we understand will be outside the scope of AWD. We are happy to provide individual advice to clients who may be concerned about the impact of the AWD legislation – please contact us for further information.

REC Membership

Summit is delighted to announce that it has been accepted as a full member of the Recruitment and Employment Confederation (REC). Summit has always striven to be that little bit different from the raft of other agencies available to you, aiming to offer a personable and quality service to clients and candidates alike (just take a look at the [testimonials page](#) on our website). We already have ISO9001 and ISO14001 accreditation but now, in addition, membership of the REC means that we are: Serious about Standards - REC members sign up to the REC's [Code of Professional Practice](#) that provides a set of quality assurances for employers and jobseekers alike. Members with REC Audited status have been independently confirmed as fully compliant with industry regulations and best practice.

Serious about operating ethically - REC members pledge to comply with all relevant legislation, have fair and honest terms of business, actively promote diversity and equal opportunities and respect confidentiality.

Serious about being well informed - REC membership means that recruitment agencies are kept up to date with legislative changes and industry best practice to ensure they can act in the best interests of clients and jobseekers.

Serious about accountability - Should you feel that Summit does not uphold these standards, you have recourse through the REC [complaints and disciplinary procedures](#)

Summit Sustainable

A gentle reminder that Summit has set up a specialist Sustainable Division; a specialist recruitment division formed to provide the necessary recruitment expertise to organisations looking to gain a competitive advantage as a result of the shift to the low carbon economy.

Further details of our services in this area can be found at <http://www.summitsustainable.co.uk/>

Exeter City Sponsorship

Well, the sun has finally reappeared and this can only mean that the football season must be on the horizon! Summit is delighted to announce that it is supporting its local League One team, Exeter City FC by joining with them as a corporate partner for the 2011-2012 season. Summit will have a number of seats available for selected games throughout the season: if you'd like to attend any games please let us know. All of us at Summit would like to wish Paul Tisdale, the players and our other south west teams (whatever their colours) all the very best for the forthcoming season.