

Engagement of Agency Workers Policy



Date: January 2024

Review Date: January 2026 or in line with legislative requirements

Policy Title	<i>Engagement of Agency Workers Policy</i>
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Policy Sponsor	<i>Head of HR</i>
Policy Owner	<i>Director of Business Support</i>
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Related Policies	<ul style="list-style-type: none"> • Code of Conduct for Staff • Data Protection Policy • Policy on Recruitment and Selection • Health & Safety at Work Policy • Induction Policy • Lone Working Policy • Safeguarding Policy • Information Technology and Security Policy

ENGAGEMENT OF AGENCY WORKERS POLICY

1. Introduction

- 1.1 Libraries NI recognises that fluctuating demands for staffing resources may on occasions require it to engage agency workers on a short-term basis. Where possible, Libraries NI will meet those demands through utilisation of existing resources. However, and in addition to this, Libraries NI may engage appropriately qualified and experienced agency workers to provide specific services to a Department or Service for a specified period.
- 1.2 The engagement of agency workers will be in line with the Provisions of Libraries NI Temporary Agency Workers contract as procured through the Education Authority for NI on behalf of Libraries NI.
- 1.3 Libraries NI must comply with the requirements of the Agency Workers Regulations (NI) 2011. The key principle underpinning the Regulations is that of equal treatment of agency workers who find work through an agency.

The Procedure for Engaging Agency Workers provides guidance on the application of this policy.

2. Purpose

- 2.1 The purpose of this policy is to:
 - provide a framework for the engagement of agency workers on a temporary basis to help with short term needs such as cover for staff absences or increased workloads, including one-off projects.
 - allow for appropriate flexibility to ensure effective delivery of services.
 - ensure that only approved suppliers are used to supply agency workers.
 - ensure equal treatment of all agency workers who are on assignment to Libraries NI.

3. Policy

- 3.1 Libraries NI is committed to good practice in the engagement of agency workers and will ensure that the use of agency workers is in line with its recruitment processes and complies with legislation.
- 3.2 To support flexibility in delivery of services Libraries NI will engage agency workers in the first instance only through Libraries NI Contract for the Provision of Temporary Workers (by an agency) and will liaise with those agencies listed under the contract about standard terms and conditions and the law relating to the supply of agency workers.
- 3.3 Libraries NI will adhere to the Procedure for Engaging Agency Workers relating to and obtaining approval for the supply of agency workers. Where a designated manager identifies a need to engage an agency worker they should seek advice from Human Resources (HR), as required.

- 3.4 Agencies are responsible for all assignment and employment related matters including the management of any attendance, performance, pay, discipline or grievance issues with agency workers. If any agency worker has a concern about their assignment, they should raise it with their relevant agency.
- 3.5 Managers are responsible for ensuring that agency workers deliver their specified requirements. If there are issues or concerns about the performance of the agency worker, managers should contact the Human Resources Department who will liaise with the Agency and give them the details. The Agency will be responsible for following up the issue with the agency worker. Libraries NI reserves the right at any time during the period of a placement to give 24 hours' notice to the Agency to bring the placement to an end.
- 3.6 Managers have a duty of care to ensure that agency workers are treated fairly, that appropriate risk assessments are carried out and that agency workers are provided with appropriate tools and training to perform their role.
- 3.7 If there are any changes to the assignment, managers must contact Human Resources for advice and guidance.

4 Authority

Policy Sponsor

- 4.1 The Director of Business Support has overall responsibility for the Policy.

Policy Owner

- 4.2 The Head of Human Resources has responsibility for disseminating, promoting and reviewing this policy and associated procedures and, for providing advice and guidance to managers on its application.

Policy Contact

- 4.3 All managers and relevant administrative staff involved in the engagement of agency workers are responsible for implementing and adhering to the policy and the Procedure for Engaging Agency Workers.

5. Related Documents

Policies

Code of Conduct for Staff

Data Protection Policy

Policy on Recruitment and Selection

Health & Safety at Work Policy

Induction Policy

Information Technology and Security Policy

Lone Working Policy

Safeguarding Policy

Procedures

Code of Procedures on Recruitment and Selection

Data Protection Procedures

Engagement of Agency Workers Procedures

Information Technology and Security Procedures

Lone Working Procedures

Safeguarding Procedures

Guidelines

Health and Safety Guidelines

Safeguarding Guidelines