

# THE ULTIMATE GUIDE TO TEMPORARY EMPLOYMENT LAW:

WHAT UK EMPLOYERS NEED TO  
KNOW

TW G  
G R O U P



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Temporary employees play a critical role in the UK's hospitality market, ensuring compliance with relevant legislation is crucial for employers to avoid legal pitfalls and ensure fair treatment of temporary staff.

This guide will provide an overview of the legislation into hiring temporary employees.

**Compliance to the legislation can be complicated and time-consuming, the alternative is to contact us, skip to [page 8](#) for an easier option.**

# 2

## IMMIGRATION AND RIGHT TO WORK CHECKS



Employers must check and retain copies of documents proving that temporary staff have the right to work in the UK, such as passports, visas, and residence permits.

Non-compliance with right to work checks can result in severe penalties, including fines and criminal charges.

**GOV.UK – Employer guidance for right to work checks**

# 3

## EMPLOYMENT RIGHTS AND CONTRACTS



Temporary staff should receive written terms of employment, the same as permanent staff. Contracts can be fixed-term, agency, or zero-hour contracts.

Temporary contracts are typically for a specified duration or project, with less emphasis on long-term benefits and job security compared to permanent contracts.

Temporary workers are entitled to the same basic employment rights as permanent employees, including minimum wage, holiday pay, and protection against discrimination. However, their entitlement to redundancy pay and notice periods can differ.

**[GOV.UK – Employment rights](https://www.gov.uk)**

# 4

## WORKING HOURS AND MINIMUM WAGE



Temporary employees must comply with the Working Time Regulations, which include maximum weekly working hours, rest breaks, and annual leave entitlements.

Employers must ensure temporary staff are paid at least the National Minimum Wage or National Living Wage, depending on their age.

**[GOV.UK – National Minimum Wage](#)**

**[GOV.UK – Contracts and Working hours](#)**

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HEALTH AND  
SAFETY  
REGULATIONS



Employers must provide a safe working environment and adequate health and safety training tailored to temporary staff's specific roles.

Temporary staff should be informed about emergency procedures, workplace hazards, and safety protocols upon starting their employment.

**[GOV.UK – Health and Safety](https://www.gov.uk)**

Employers must comply with GDPR in the collection, processing, and storage of personal data.

Secure data handling policies must be implemented to protect temporary staff's information.

**[GOV.UK – Data Protection](#)**

**[GOV.UK – Data Privacy](#)**



Equal Treatment in the Workplace:  
Temporary staff should not be treated less favorably than permanent staff in terms of pay, working conditions, and access to facilities.

Notice Periods and Redundancy Rights: Notice periods for temporary staff are generally shorter, and redundancy rights may vary, often depending on the length of service and terms of the contract.

**Employers need to make sure they are following all of the guidance provided by the government, the links in this guide will help!**

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Sometimes it doesn't make sense to go at it alone. Hiring from a specialised agency can be a secure and efficient way of compliance to the complicated legislation.

All of our employees have met the legislation and are ready to work, so save time and hire from us instead!

If you wish to find out more about how we can support you, click:

<https://twggroup.co.uk/>

Or schedule a free consultation with our team here:

[\*\*SCHEDULE A CONSULTATION NOW\*\*](#)



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**TWG Group was founded in 2010. Since it's inception it has gone from strength to strength, providing temporary staff to sporting events, campuses and festivals across the UK. Priding itself on its customer service and personal touch, the focus has always been on finding the right staff for you and not just sending who is available at the time. This coupled with our presence onsite helps to ensure you are happy every time. Our unique methods have helped us to maintain an industry-beating fulfilment record of 98%.**



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