

## Consultation on Employment Status and Rights for Agency Workers

Closing Date: 29<sup>th</sup> November 2024

### Douglas City Council Response

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#### STATUTORY DEFINITIONS OF 'EMPLOYEE' AND 'WORKER'

**What are your views on creation of statutory definitions of 'employee' and 'worker'?**

The creation of statutory definitions for 'employee' and 'worker' is a necessary step towards modernising employment legislation on the Island. It would address current ambiguities, align with evolving work patterns and would offer a level of protection to vulnerable workers while providing clarity for employers.

**Do you have any views on what the definitions should be?**

No particular view but would consider the focus should be clarity, inclusivity and adaptability. These definitions would better reflect the realities of contemporary work relationships whilst ensuring individuals receive appropriate protections under employment legislation.

**What are your views on creation of a single employment status of 'worker'?**

The creation of a single employment status of 'worker' would simplify the current complex employment status framework. The current distinctions can be ambiguous. A single status would provide clearer guidelines for both the employer and the worker. However, transitioning to a single status would require careful planning and implementation, as there may be a risk that a one size fits all approach may not adequately cover unique circumstances of different types of work arrangements particularly those that involve genuine self-employment.

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#### AGENCY WORKER'S RIGHTS

**Do you think that the rights to time off for ante natal care, attendance of ante natal appointments with a partner and attendance at adoption appointments available to agency workers in the UK should be introduced in the Isle of Man?**

Yes.

Introducing rights to time off for antenatal appointments with a partner, and attendance at adoption appointments for agency workers in the Island would be a progressive step towards enhancing worker protections and promoting family wellbeing.

**Do you have any other comments?**

**The potential costs associated with providing additional leave or time off for agency workers may be a concern for some employers. To alleviate any possible misuse of such rights by some individuals' robust policies should be put in place to mitigate the risk while allowing support for genuine cases.**