Umbrella companies – reps' checklist

Here's what you can do to make sure your employer isn't misusing umbrella companies to exploit workers.

1. Map where workers are pushed into umbrella arrangements

- ☐ Develop a workplace map to keep track of where workers are being pushed into working through umbrella companies.
- ☐ Gather any evidence you can to see how pay and deductions are being handled – payslips and contracts for example.
- ☐ Ask your employer to carry out an equality impact assessment for disproportional impact on workers with protected characteristics.

2. Look out for dubious deductions and charges

- ☐ Offer to look over an umbrella worker's payslip and contract.
- ☐ Look out for signs of bad practice: unexplained admin charges, vaguely labelled deductions, and confusion over holiday pay.

3. Use the new framework to negotiate and organise

- ☐ Urge your employer to directly employe workers or offer better terms to agency workers.
- ☐ Recruit and organise agency and umbrella workers so you can support them collectively.