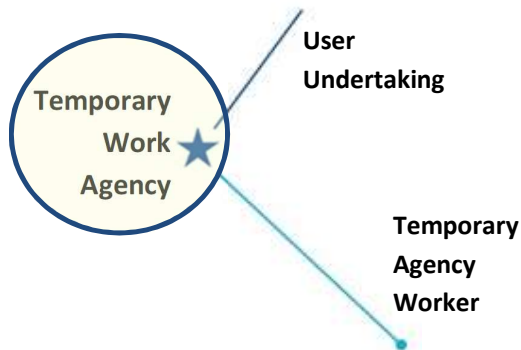


# Temporary Work Agency

Safe and healthy work for temporary jobs



## 3 objectives to improve health and safety at work

- 1 Enforce risks assessment for temporary agency workers
- 2 Improve information among agency workers, temporary work agency and user-undertaking
- 3 Promote that the temporary agency workers have the same occupational safety prevention and protection as other workers in the user undertaking

Improve  
health and  
safety at work  
for Temporary  
Agency  
Workers

The prevention of occupational risks for temporary agency workers requires a special attention. Having jobs in numerous business sectors, they are more frequently exposed at various risks, social risks, according to the tasks carried out.

Agency workers are thus also more sensitive to the psychosocial risks. In practical, they have two interlocutors for treating on health and safety at work matters: temporary work agency and user-undertaking.

## Collaborate

**1**  
Enforce risks  
assessment for  
temporary agency  
workers



- Ensure that OSH training is provided to temporary agency workers at the workplace
- Improve knowledge of jobs given to temporary agency workers
- Raise awareness of prevention among temporary agency workers
- Ensure to take in consideration travelling and accommodation conditions, especially for posted workers
- Take in consideration psychosocial risks
- By law, some work requires specialized health surveillance, such work is not allowed for Temporary Agency Workers.

## Exchange

**2**  
Improve information  
exchange between  
actors of occupational  
health



- With the user undertaking, provide information to the temporary agency workers on occupational safety and health before taking up any job
- Ensure that occupational accidents are declared
- Require from user-undertaking qualifications needed and jobs features
- Give information to temporary agency workers' representatives

## Secure

**3**  
Promote that the TA workers  
have the same safety  
prevention and protection as  
other workers in the user  
undertaking



- Give the temporary agency workers contact details in case of medical problems
- Take information in case of specific risks in temporary agency workers' jobs

**Temporary agency workers are afforded, as regards safety and health at work, the same level of protection as that of other workers in the user undertaking and/or establishment.**

### LEGAL FRAMEWORK

- ACT on Working Environment, Health and Safety in Workplaces No. 46/1980
- REGULATION on the organization and implementation of health and safety at workplaces No. 920/2006
- Directive 1991/383/EEC of 25 June 1991 supplementing the measures to encourage improvements in the safety and health at work of workers with a fixed-duration employment relationship or a temporary employment relationship.
- Directive 1996/71/EEC of 16 December 1996 concerning the posting of workers in the framework of the provision of services.
- Directive 2008/104/EC of 19 November 2008 on temporary agency work.
- Directive 2014/67/EU of 15 May 2014 on the enforcement of directive 96/71/EC concerning the posted of workers in the framework of the provision of services.

**TO GET MORE INFORMATION:** <https://osha.europa.eu>, [www.vinnueftirlit.is](http://www.vinnueftirlit.is) and [www.posting.is](http://www.posting.is)