DRAFT STATUTORY INSTRUMENTS

2003 No.

EMPLOYMENT AGENCIES, ETC.

The Conduct of Employment Agencies and Employment Businesses Regulations 2003

Made - - - - 2003

Coming into force

except

regulations 26(7) and
32 6th April 2004

regulations 26(7) and
32 6th July 2004

THE CONDUCT OF EMPLOYMENT AGENCIES AND EMPLOYMENT BUSINESSES REGULATIONS 2003

PART I

GENERAL AND INTERPRETATION

- 1. Citation and commencement
- 2. Interpretation
- 3. The meaning of "connected"
- 4. Transitional and Saving Provisions and Revocation

PART II

GENERAL OBLIGATIONS

- 5. Restriction on requiring work-seekers to use additional services
- 6. Restriction on detrimental action relating to work-seekers working elsewhere
- 7. Restriction on providing work-seekers in industrial disputes
- 8. Restriction on paying work-seekers' remuneration
- Restriction on agencies and employment businesses purporting to act on a different basis
- 10. Restriction on charges to hirers
- 11. Entering into a contract on behalf of a client

12. Prohibition on employment businesses withholding payment to workseekers on certain grounds

PART III

REQUIREMENTS TO BE SATISFIED BEFORE SERVICESARE PROVIDED

- 13. Notification of charges and the terms of offers
- 14. Requirement to obtain agreement to terms with work-seekers
- 15. Content of terms with work-seekers: Employment businesses
- 16. Content of terms with work-seekers: Agencies
- 17. Requirement to obtain agreement to terms with hirers

PART IV

REQUIREMENTS TO BE SATISFIED IN RELATION TO THE INTRODUCTION OR SUPPLY OF A WORK-SEEKER TO A HIRER

- 18. Information to be obtained from a hirer
- 19. Confirmation to be obtained about a work-seeker
- 20. Steps to be taken for the protection of the work-seeker and the hirer
- 21. Provision of information to work-seekers and hirers
- 22. Additional requirements where professional qualifications are required or where work-seekers are to work with vulnerable persons

PART V

SPECIAL SITUATIONS

- 23. Situations where more than one agency or employment business is involved
- 24. Situations where work-seekers are provided with travel or required to live away from home

PART VI

CLIENT ACCOUNTS AND CHARGES TO WORK-SEEKERS

- 25. Client accounts
- 26. Circumstances in which fees may be charged to work-seekers

PART VII

MISCELLANEOUS

- 27. Advertisements
- 28. Confidentiality
- 29. Records
- 30. Civil liability
- 31. Effect of prohibited or unenforceable terms and recoverability of monies
- 32. Application of the Regulations to work-seekers which are incorporated
- 33. Electronic and other communications Signature

SCHEDULE 1 — TRANSITIONAL AND SAVING PROVISIONS

- 1. Interpretation
- 2. Application to existing contracts

Draft Legislation: This is a draft item of legislation. This draft has since been made as a UK Statutory Instrument: The Conduct of Employment Agencies and Employment Businesses Regulations 2003 No. 3319

- 3. Savings in respect of existing contracts
- 4. Ongoing supplies and first occasion of supply
- 5. Restriction on paying work-seekers' remuneration and client accounts
- 6. Miscellaneous Savings

SCHEDULE 2 — CLIENT ACCOUNTS

- 1. Interpretation
- 2. Maintenance of client accounts
- 3. An agency may pay into a client account—
- 4. An agency which holds or receives money which includes client's...
- 5. An agency shall not pay into a client account any...
- 6. An agency may withdraw from a client account—
- 7. (1) No money drawn from a client account under paragraph...
- 8. No sum shall be transferred from the ledger account of...
- 9. Accounts and records
- 10. Inspection and report
- 11. Accounting period
- 12. Preservation of client account records
- 13. Interest

SCHEDULE 3 — OCCUPATIONS IN RESPECT OF WHICH EMPLOYMENT AGENCIES MAY CHARGE FEES TO WORK-SEEKERS

SCHEDULE 4 — PARTICULARS TO BE INCLUDED IN AN AGENCY'S OR EMPLOYMENT BUSINESS'S RECORDS RELATING TO WORK-SEEKERS

- 1. Date application received.
- 2. Work-seeker's name, address and, if under 22, date of birth....
- 3. Any terms which apply or will apply between the agency...
- 4. Details of the work-seeker's training, experience, qualifications, and any authorisation...
- 5. Details of any requirements specified by the work-seeker in relation...
- 6. Names of hirers to whom the work-seeker is introduced or...
- 7. Details of any resulting engagement and date from which it...
- 8. Copy of any contract between the work-seeker and any hirer...
- 9. Date application withdrawn or contract terminated (where applicable).
- 10. In the case of an agency that is permitted to...
- 11. Details of enquiries made under regulations 19, 20 and 22...

SCHEDULE 5 — PARTICULARS TO BE INCLUDED IN AN AGENCY'S OR EMPLOYMENT BUSINESS'S RECORDS RELATING TO HIRERS

- 1. Date application received.
- 2. Hirer's name and address, and location of employment if different....
- 3. Details of the position(s) the hirer seeks to fill.
- 4. Duration or likely duration of work.
- 5. Experience, training, ability, qualifications, and authorisation required by the hirer....
- 6. The terms offered in respect of the position(s) the hirer...
- 7. Copy of the terms between the agency or employment business...
- 8. Names of work-seekers introduced or supplied.
- 9. Details of enquiries under regulations 18 and 20 about the...
- 10. Details of each resulting engagement and date from which it...

11. Dates of requests by the agency or employment business for...

SCHEDULE 6 — PARTICULARS TO BE INCLUDED IN AN AGENCY'S OR EMPLOYMENT BUSINESS'S RECORDS RELATING TO OTHER AGENCIES OR EMPLOYMENT BUSINESSES

- 1. Names of any other agencies or employment businesses whose services...
- 2. Date and copy of any agreement under regulation 23(1)(b).

Explanatory Note