

# EMPLOYMENT AGENCIES ACT (EAA)

The Conduct of Employment Agencies and Employment Business Regulations 2003 is intended to regulate the private recruitment industry and protect 'work-seekers'.

## KEY POINTS INCLUDE:

An employment agency / business cannot:

- Charge a fee to a work-seeker to find them work.
- Withhold payments or wages due to temporary work-seekers.
- Supply a temporary worker to replace someone taking part in industrial action at the hiring company.
- Make unlawful deductions from pay.

An employment agency / business must make sure temporary workers are:

- Paid for all the work they do.
- Paid holidays.
- Paid at least the national minimum wage.
- Protected under health and safety laws.
- Not forced to work longer than 48 hours per week.
- Given written terms of employment.

An employment agency / business must also:

- Carry out suitability checks prior to employment for all 'temporary' work-seekers.
- Advertise any vacancy/position with full details and whether it is a temporary or permanent position.
- Provide terms and conditions to companies hiring temp.

The above is intended as an overview only and is in no way comprehensive. It is not a substitute for legal advice. We have provided some further reading below.

## USEFUL INFORMATION (LINKS):

The Conduct of Employment Agencies and Employment Business Regulations 2003

Agency Regulations: FAQs