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STATUTORY RULES OF NORTHERN IRELAND

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**2005 No. 395**

**Conduct of Employment Agencies and Employment  
Businesses Regulations (Northern Ireland) 2005**

**PART II**

**GENERAL OBLIGATIONS**

**Restriction on providing work-seekers in industrial disputes**

7.—(1) Subject to paragraph (2) an employment business shall not introduce or supply a work-seeker to a hirer to perform –

- (a) the duties normally performed by a worker who is taking part in a strike or other industrial action (“the first worker”); or
- (b) the duties normally performed by any other worker employed by the hirer and who is assigned by the hirer to perform the duties normally performed by the first worker,

unless in either case the employment business does not know, and has no reasonable grounds for knowing, that the first worker is taking part in a strike or other industrial action.

(2) Paragraph (1) shall not apply if, in relation to the first worker, the strike or other industrial action in question is an unofficial strike or other unofficial industrial action for the purposes of Article 143 of the Employment Rights (Northern Ireland) Order 1996<sup>(1)</sup>.

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(1) S.I. 1996/1919 (N.I. 16); as amended by S.I. 1998/1763 (N.I. 17), Article 11; S.R. 1998 No. 386 and S.I. 1999/2790 (N.I. 9), Schedule 4, Part III and Schedule 9