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*Changes to legislation: There are currently no known outstanding effects for the  
Employment Relations Act 1999, Cross Heading: Charges. (See end of Document for details)*

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## SCHEDULES

### SCHEDULE 7

#### EMPLOYMENT AGENCIES

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##### Commencement Information

- II** Sch. 7 partly in force; Sch. 7 not in force at Royal Assent see s. 45; Sch. 7 paras. 1, 2, 6, 8 in force and para. 5 in force for certain purposes (25.10.1999) by S.I. 1999/2830, art. 2(1)(2) (with art. 3)

##### *Charges*

- 3 For section 6(1) (restriction on demand or receipt of fee for finding or seeking to find employment) there shall be substituted—

“(1) Except in such cases or classes of case as the Secretary of State may prescribe—

- (a) a person carrying on an employment agency shall not request or directly or indirectly receive any fee from any person for providing services (whether by the provision of information or otherwise) for the purpose of finding him employment or seeking to find him employment;
- (b) a person carrying on an employment business shall not request or directly or indirectly receive any fee from an employee for providing services (whether by the provision of information or otherwise) for the purpose of finding or seeking to find another person, with a view to the employee acting for and under the control of that other person;
- (c) a person carrying on an employment business shall not request or directly or indirectly receive any fee from a second person for providing services (whether by the provision of information or otherwise) for the purpose of finding or seeking to find a third person, with a view to the second person becoming employed by the first person and acting for and under the control of the third person.”

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##### Commencement Information

- II** Sch. 7 para. 3 in force at 6.4.2004 by S.I. 2003/3357, art. 3

**Changes to legislation:**

There are currently no known outstanding effects for the Employment Relations Act 1999, Cross Heading: Charges.