

SCHEDULE

Licence Conditions

PART 2

Conditions

Restriction on detrimental action relating to workers working elsewhere

9.—(1) A licence holder must not subject or threaten to subject a worker to any detriment on the ground that the worker has—

- (a) terminated or given notice to terminate any contract between the worker and the licence holder; or
- (b) taken up or proposes to take up employment with any other person.

(2) A licence holder must not require the worker to notify the licence holder, or any person with whom the holder is connected, of the identity of any future employer.

(3) However, in sub-paragraph (1), “detriment” does not include—

- (a) the loss of any benefits to which the worker might have become entitled had the worker not terminated the contract;
- (b) the recovery of losses incurred by the licence holder as a result of the failure of the worker to perform agreed work; or
- (c) a requirement in a contract with the licence holder for the worker to give a reasonable period of notice to terminate the contract.