



an roinn fiontar, trádála agus fostaíochta  
department of enterprise, trade and employment

## **Review of the Employment Agency Act 1971**

**White Paper by the Department of Enterprise,  
Trade and Employment**

**June 2005**

# **Review of Employment Agency Act 1971 – White Paper (June 2005)**

## **1. Background**

As part of a commitment under Sustaining Progress, the Department of Enterprise, Trade and Employment prepared and circulated a Discussion Paper on a Review of the Employment Agency Act 1971. The purpose of the paper was to obtain the observations of the Social Partners, the employment agency/recruitment sector and other various interest groups on whether the Employment Agency Act 1971 – which governs the licensing of employment agencies in Ireland - required to be amended or repealed to take account of developments in the Irish Labour Market.

In the 33 years since the Act was commenced, agencies have moved from a situation of providing Irish workers to work overseas – mainly in the UK - to one where there is now a shortage of labour skills on the Irish labour market, with many workers from Ireland and from both within and outside the European Union being supplied through employment agencies operating either here in Ireland or from agencies operating within and outside the European Union and on the Internet. The 1971 Act operated on the prerequisite that licensed employment agencies should (a) operate from a suitable **premises**, whose standards of accommodation were approved for use, following inspection by the Health and Safety Authority and (b) that applicants and holders of licences be of “good character and repute” in order to hold a licence. This required Garda clearance in terms of ensuring that the applicants or holders of licences had no criminal convictions.

However, all of the above, combined with the advent of the Internet has brought into question the necessity to have a premises, or physical presence in Ireland. The greater freedom of movement of people both at EU and global levels required that the

Department should examine how the employment agency sector might best be regulated in the future.

To that end, the Discussion Paper was placed on the Department's website in May 2004 and submissions requested from various interests. In total, 9 submissions were received as follows: ICTU, IBEC, the National Recruitment Federation (NRF) (which represents about 120 licensed agencies); Revenue Commissioners; the Immigrant Council of Ireland; Quinn Richardson Recruitment; Executive Search Consultancies Association (ECSA); Yeaton and Associates and Collins McNicholas.

## **2. Summary of Submissions Received**

These submissions have been examined in detail in the Department. In summary, the submissions received advocated the repeal or amendment of the 1971 Act to reflect the current labour market situation in Ireland; that some form of continued regulation is required in order to maintain a level of standards which could best be achieved by a Registration (as distinct from the current licensing system) backed-up by a Statutory Code of Best Practice for the Employment Agency Sector. A Statutory Advisory/Monitoring Committee, representative of the Department, the Social Partners, the NRF and other relevant Government Departments and agencies should also be set up to oversee the operation of the proposed Code of Practice. This Advisory/ Monitoring Committee could make proposals to the Minister in relation to the suspension of registration/prosecution of employment agencies who breach the Code.

In addition, it was considered that the provisions of ILO Convention No. 181 on Private Employment Agencies adopted in 1987 (which has yet to be ratified by Ireland) should form the basis of future legislation.

**However, because of the proposed switch from licensing to registration and the setting up of new structures it would be preferable to repeal the 1971 Act and start with a “clean slate” by introducing a new Act which would also take account of**

developments over the last 30 years. It might be prudent to provide a transitional period for phasing out the 1971 Act and commencing the new legislation.

### **3. So what would new Legislation look like?**

New legislation could, in general terms, be along the following lines:

#### **(i) Definitions (Interpretation)**

A number of **new** definitions – and consequent sections - would need to be prepared. These could include the definition of:

(a) “**advertisement**” to cover all forms of advertising. This could include advertising on the Internet, advertising boards in employment agencies and employment businesses’ shop-fronts, sales promotion leaflets and flyers, advertisements in all forms of media including printed publications, poster advertisements, radio and television advertisements. This is similar to provisions in the draft Northern Ireland Regulations.

(b) “**employment agency**”: Article 1 of the above-mentioned ILO Convention No. 181 defines the term (private) **employment agency** as “*any natural or legal person, independent of the public authorities, which provides one or more of the following labour market services:*

*(a) services for matching offers of and applications for employment, without the private employment agency becoming a party to the employment relationships which may arise therefrom;*

This category is recognised by the ILO as an “employment agency”. Broadly speaking an “employment agency” introduces work-seekers to client employers for direct employment by those employers. This is usually known in the industry as “permanent or direct recruitment or employment”, even though the employment may only be for a fixed period.

*(b) services consisting of employing workers with a view to making them available to a third party, who may be a natural or legal person (referred to as a "user enterprise") which assigns their tasks and supervises the execution of these tasks;*

This category is recognised by the ILO as an “employment business”. An “employment business” engages work-seekers under either contracts for services or contracts of service and supplies those work-seekers to client hirers for temporary assignments or contracts where they will be under the hirer’s supervision or control. This is usually known in the industry as the “supply of temporary workers”. A company engaged in both “permanent or direct recruitment” and “the supply of temporary workers” will fall into the definition of both employment agency and employment business to reflect both sides of the business.

*(c) other services relating to job-seeking, determined by the competent authority after consulting the most representative employers and workers organizations, such as the provision of information, that do not set out to match specific offers of and applications for employment.*

These services are recognised by in the U.K. and Northern Ireland as “work-finding services”. These are the services provided by the employment agency/business to individuals either looking for permanent or temporary work in order to help them find that work, and include:

- the services it is providing to a candidate looking for permanent employment;
- circumstances where it provides temporary work opportunities to temporary workers who it employs under contracts of employment (contracts of service); or
- circumstances where it provides temporary work opportunities to temporary workers who it engages under contracts for services.

(c) “Monitoring and Advisory Committee” to mean a Committee established by the Minister under the Act, and appointed by the Minister to advise him in relation to issues

relevant to the operation of employment agencies/employment businesses and workers placed by them.

(d) “electronic communications” means, “unless otherwise stated, any requirement to notify a person of any matter, to give or send a document, to provide a person with information or make enquiries and receive answers, can be discharged in writing either on paper or by electronic means”.

This provision (which is taken from the Northern Ireland Regulations) seeks to ensure that agencies and employment businesses are able to choose the means of communication that best suit their business including transactions over the Internet or other networks. The obligation is to send the communication to the address provided by the intended recipient (user-undertaking or work-seeker) for that purpose.

(e) “worker” or “work seeker” to include au pairs and domestic workers.

It might be useful also to consider whether “language schools” should be included in the definitions covering employment agencies or employment businesses.

In this regard, the Department of Justice, Equality and Law Reform has determined that with effect from 18 April 2005, new students who are citizens from outside the European Union, the European Economic Area or Switzerland, registering with the Garda National Immigration Bureau will not be permitted access to employment unless they are attending a full-time programme of at least one year’s duration leading to a qualification recognised by the Minister for Education and Science. The Department of Education and Science propose to compile a register of approved programmes for this purpose, and has invited applications from all providers of programmes for students who are citizens from outside the EU/EEA or Switzerland which comply with the criteria set down by that Department.

Once these students meet the Department of Education and Science’s criteria, they are free to work in Ireland. However, because many of these schools also place their students

in employment they should also be covered by the definition of “employment agency/business” above.

In addition, a number of “standard” definitions could be included in this general heading.

## **(ii) Exemptions**

Provide, as in section 6 of the 1971 Act and S.I. No. 257 of 1972 entitled Employment Agency (Exemption) Order 1972, for the exemption of a number of services and schemes relating to the recruitment of staff from the proposed legislation (i.e. schemes operated by a Minister; the Public Appointments Commission; an organization which has special responsibility for physically or mentally handicapped persons; an educational or training establishment which as part of its work, helps to place pupils, graduates or trainees, in employment; an organization primarily involved in charitable work or a trade union or organizer of employers. Some of these exemptions will need to be retained or dropped (e.g. dropping of the exemption in relation to placement of pupils, graduates or trainees, in employment by educational or training establishments). Other new exemptions might also need to be considered. The Minister should be able to add to the list of exemptions in the primary Act by way of Regulations under the Act (similar to the current position in the 1971 Act).

## **(iii) Monitoring and Advisory Committee**

This Monitoring and Advisory Committee will be established under legislation and will be representative of Government Departments and Agencies, the Social Partners and various interests within the recruitment sector. The number of members including the Chairperson should not exceed say 11 people. The Committee should be chaired by this Department. Its term of office should be for three years and the Committee should meet say three times per year.

Their powers could include providing advice/recommendations to the Minister in relation to (a) the possible suspension or revocation of registration and (b) where appropriate,

prosecution of employment agencies/employment businesses for breaches of the Act and the proposed statutory Code of Practice (see (x) below). In this connection, employment agencies/employment businesses would be asked to appear before the Committee to give evidence and state their case. When all parties have been heard, the Committee would make recommendations to the Minister to revoke or suspend registration; or reprimand, warn/caution or advise the erring employment agency/employment business.

As part of this process, the Committee could also request the Minister to (a) carry out investigations - through the Labour Inspectorate of this Department - of records, etc of employment agencies/businesses considered to be in breach of the Act or Code of Practice (b) where appropriate, request the Gardai to provide information to the Committee regarding any applicant for registration or any registered employment agency or employment business.

Any decisions made by the Minister as a result of the above process, could be appealed by the employment agency or employment business concerned to the District Court.

The Committee could also prepare an Annual Report of its activities which could be laid before the Oireachtas.

The **key** function of the Monitoring and Advisory Committee would be to draw up and oversee a statutory Code of Practice for the Employment Agency sector. A provision along the lines of section 13 of the Data Protection Act 1988 could be included in the proposed legislation enabling the drawing up of this Code of Practice.

In this connection, the Attorney General's Office has advised that an amendment of the 1971 Act is required in order to introduce a general Code of Practice, as we would be introducing new requirements on employment agencies not already provided for in the 1971 Act.

It is considered that pending the enactment of new legislation, this Monitoring and Advisory Committee might be set up on an “informal” basis to begin the work of drafting and agreeing the details of the Code of Practice, which could be voluntary initially, and become statutory when the new legislation is passed.

It is proposed that the Secretariat to this Monitoring and Advisory Committee should be provided by the current Employment Agency Licensing and Enforcement Sections of the Department. This should be done so as to avoid the setting up of new – and potentially costly - administrative structures. However, it would be prudent to include a “standard” provision in the proposed new legislation whereby, expenses incurred in the administration of the proposed legislation shall be sanctioned by the Minister for Finance and paid out of monies provided by the Oireachtas.

**(Part 2 of the Private Security Services Act 2004 and Sections 54 and 55 of the Taxi Regulation Act 2003 relating to the Establishment and Functions of the Advisory Council to the Commission for Taxi Regulation could be used as a basis for assigning functions to the proposed Monitoring and Advisory Committee).**

#### **(iv) Requirements to Operate an Employment Agency/Employment Business Service**

The 1971 Act worked on the basis that employment agencies operating in Ireland had to do so by operating from a **premises** which had to be inspected by the Health and Safety Authority. However, with the advent of the Internet - and given the fact that, in any event, all businesses are required to have a Safety Statement for their premises under Health and Safety legislation, it is felt that in future, employment agencies/employment businesses should be registered with the Department. Registration would imply that agencies/businesses wishing to operate here would meet a certain level of standards in terms of the provision of services. **The need to have a physical presence, or premises in Ireland, should therefore be dropped.** In addition, agencies operating on the

Internet, or who are based in other countries (EU and Non-EU) and provide workers to work in Ireland, should also be required to be registered in Ireland.

(v) **What should these standards be in terms of registration and renewals of registration?**

The proposed new legislation could require agencies/businesses to provide the Minister with:

- A prescribed fee for registration – registration could be renewed, say, every three years, instead of one year at present for employment agency licences. This fee might be €1,500 for three years.
- In the case of a company, a certificate of incorporation certified by the Companies Registration Office under section 370(b) of the Companies Act 1963 and dated not less than 4 weeks before the date of registration (already required in applications for employment agency licences under the 1971 Act)
- A copy of a certificate of registration of the person who is the beneficial owner of the employment agency or business under the Registration of Business Names Act 1963 (already required in applications for employment agency licences under the 1971 Act)
- A certificate from the Gardai that he/she has not been convicted of an indictable offence in the past 5 years for a first registration or three years in the case of renewals (Garda clearance was sought on an annual basis from applicants for employment agency licences under the 1971 Act)
- A **new** requirement that applicants provide on registration and thereafter on an annual basis a tax clearance certificate under section 1095 (as substituted by section 127(b) of the Finance Act 2002) of the Taxes Consolidation Act 1997
- Renewal of Registration shall be subject to the provision of all of the above information/items by applicants for registration

- Minister may refuse to renew, suspend for a specified period, or revoke registration if the registered agency has provided false or misleading information; is no longer a fit and proper person to provide an employment agency/business service, or, if disqualifying information, received subsequent to the date of granting or renewing registration, had been available at that date.
- Condition of registration to undertake to comply with the Code of Practice.

(Above provisions “mirror” some of the current employment agency licensing requirements and also sections 22 to 26 of the Private Security Services Act 2004)

(vi) **Notification to applicant of refusal to grant  
Registration**

Provide that the Minister be required to:

- Notify applicant of Minister’s proposal to refuse, grant, renew, suspend or revoke registration and consider any representations received.
- Provide information on the grounds of the decision and the procedures for appealing against it.

(above provisions are similar to section 5 of the 1971 Act and section 27 of the Private Security Services Act 2004).

(vii) **Other requirements that could be imposed on  
applicants for registration**

Similar to some of the provisions in the 1971 Act, a number of requirements along the following lines could be included in the proposed new legislation:

- require the registered agency/business to display the certificate of registration on the premises (as required for licences under the 1971 Act);
- the Minister to keep a register of registered agencies/businesses and published on the Internet via the Department’s website;

- Make it an offence to charge a fee for (a) seeking employment and (b) the placement of workers with an end-user. This would close off a “loop-hole” that currently exists in section 7(2) of the 1971 Act whereby it is possible for an agency to charge an employee a fee for placement.
- a **new** requirement similar to section 36 of the Private Security Services Act 2004 which would require the applicant for registration, or a registered agency or business to notify the Minister of conviction for an offence, or pending proceedings in Ireland or any other State. Any person(s) who fail to provide this information would be guilty of an offence and liable on summary conviction to a fine not exceeding €3,000. **However, it is not clear how such a provision could operate in practice.**
- A **new provision** that might be included would be to prohibit the operation of unregistered agencies or employment businesses where a person or a body corporate purports through advertisement, (including on the Internet) or displaying any card/certificate purporting to indicate the he/she is registered. A person who contravenes this provision would be guilty of an offence and liable on summary conviction to a fine not exceeding €5,000. This proposed provision would be similar to section 37 of the Private Security Services Act 2004. **However, it is not clear how such a provision could operate in practice.**
- A **new provision** that might be included would be to provide for **mandatory** de-registration without appeal for a number of offences. The precedent for such a provision exists in section 36 of the Taxi Regulation Act 2003. **However, some of the offences outlined in section 36 of the Taxi Regulation Act 2003 may not be appropriate for inclusion in relation to de-registration of employment agencies/businesses. Accordingly, the proposed Working Group outlined in sub-paragraph (i) above, might be requested to consider this in the context of drafting the General Scheme of a Bill for submission to Government. It may also be necessary to obtain the advice of the Attorney General’s Office on this issue.**

### **(viii) Investigation of Complaints**

- Provide that any person may make a complaint to the Monitoring and Advisory Committee against a registered (or unregistered) employment agency/ business in relation to the conduct of that agency/business. If the Monitoring and Advisory Committee is satisfied that this has been done in good faith and is not frivolous or vexatious, it shall request the Labour Inspectorate to investigate it and give the registered agency the opportunity to be heard in the investigation.
- The Monitoring and Advisory Committee can, on completion of the investigation by the Labour Inspectorate, or, on the basis of its own hearing, uphold the complaint, or decide, on reasonable grounds that the agency has been guilty of misconduct, or a breach of the Code of Practice and, as appropriate, request the Minister to take a number of follow-up actions appropriate to the circumstances of the case (e.g. revoke registration; suspend registration for a period; issue a warning/caution; or provide advice to the agency/business on how to rectify procedures or practices. (This proposed provision is similar to section 39 of the Private Security Services Act 2004).
- Provide similar provisions as in section 5 of the Employment Agency Act 1971 or section 41 of the Private Security Services Act 2004, for appeals against decisions of the Minister, to the District Court.
- Provide for appointment of Inspectors and powers of entry and inspection similar to section 8 of the Organisation of Working Time Act 1997.

### **(ix) Employment Agency/Business provided by employment agencies/businesses from other States or on the Internet**

It is proposed to include a **new section** in the proposed legislation in relation to the regulation of Employment Agency/Business provided by employment agencies from other States or on the Internet. This aspect of the employment agency sector was an area of concern in the various submissions received and there was a general consensus, that given the increased numbers of workers coming to work in Ireland from both EU and

Non-EU countries, that something needs to be done in order to ensure that such agency workers be protected from unscrupulous agencies operating in other countries. Concerns were expressed, that for example, it would not be possible, to stop employment agencies operating in other countries from charging fees (in those countries) to workers coming to Ireland.

One possible way of addressing these concerns would be to include a **new** provision in the proposed new legislation – similar to sections 42 to 47 (Part 6) of the Private Security Services Act 2004 which contains a number of provisions relating to security services provided by certain persons from EU Member States. **While it is noted, that these provisions in that Act, only relate to EU Member States, it would presumably, be possible to extend this provision to cover all countries. It may however, be necessary to get legal advice from the Attorney General’s Office in due course, on the legality or otherwise, of such provisions in terms of the free movement of persons/provisions of goods or services, particularly within the EU.**

This new section could provide:

- For a number of definitions relating (a) to the “corresponding authority” in other countries (similar to our Department) which licence/register agencies in the country from which an agency worker is sent to Ireland; (b) a “relevant person” to mean a person who holds a licence or registration to operate an employment agency/business, from the “corresponding authority” in that country.
- the “relevant person” to be registered by the Minister to operate/place people in Ireland
- the “relevant person” to provide prior notification of any conviction or criminal proceedings pending against that “relevant person” in either his/her, or any State. Any “relevant person” who contravenes this provision shall be guilty of an offence and liable on summary conviction to a fine not exceeding €3,000. However, it is not clear how this might be enforced in practice.
- That the Minister can notify the “corresponding authority” of any actions taken by him against an agency/business in relation to the refusal to grant, renew,

suspension etc. of registration; investigation of complaints, failure to give prior notification of conviction/impending proceedings. (This provision “mirrors” article 8 of ILO Convention 181 on Private Employment Agencies which calls for bilateral co-operation between countries in relation to abuses of migrant agency workers).

- That it shall be an offence for an employer to recruit from any employment agency or business, including agencies from abroad, that is not registered in Ireland under the proposed legislation. The onus shall be on the employer to prove they are not dealing with such agencies. Employers shall be liable on summary in the District Court to a fine not exceeding €5,000 and €2,000 per day for a continuing offence.

## **(x) Provisions for Inclusion in Statutory Code of Practice for Employment Agencies/ Businesses**

### **(a) Rights of Workers Recruited by Employment Agencies or Businesses**

The opportunity should be taken in the Code of Practice, to include a Section, to make it clear, for the avoidance of doubt that workers recruited through a registered employment agency/business have statutory entitlements in relation to:

- Discrimination under the nine grounds contained in the Equality Acts 1998 and 2004 and the Equal Status Acts 2000 to 2004
- Freedom of Association and Collective Bargaining (under the Industrial Relations Acts)
- The current National Minimum Wage (under the National Minimum Wage Act 2000)
- Working Time and other conditions such as public holidays, daily and weekly rest; rest breaks etc) under the Organisation of Working Time Act 1997
- Statutory Social Security Benefits (under the Social Welfare Acts)
- Occupational safety and health protections (under the Health, Safety and Welfare at Work Acts)

- Compensation in case of occupational accidents or diseases (under the Health, Safety and Welfare at Work Acts)
- Compensation in terms of Insolvency and protection of workers claims
- Maternity protection and parental protection and benefits under the Maternity Protection Acts, Parental Leave/ Adoptive Leave Acts)
- As far as is reasonably practicable, access to training (similar to the provision in the Protection of Employees (Fixed-Term Work) Act 2003).

(These provisions “mirror” the provisions of Article 12 of ILO Convention 181 on Private Employment Agencies).

**(b) Processing of personal data (under the Data Protection Acts 1988 and 2003).** An employment agency/business shall not advertise jobs which do not exist, in order to obtain CV’s for determining the suitability of jobseekers for actual jobs that might subsequently arise. An employment agency/business shall not circulate a job seeker’s Curriculum Vitae, or Personal Sensitive Data without his/her consent as required under the Data Protection Acts 1988 to 2003.

**(c) Payment for Travel**

An employment agency/business shall, if the work does not start or, upon it ending, either arrange free travel for the jobseeker’s return journey overseas or pay his/her return fare, or obtain an undertaking from the hirer that he/she will arrange free travel or pay the return fare.

**(d) Notice of Free Travel**

An employment agency/business shall give notice to the jobseeker setting out the details of the free travel or payment of fares including any conditions on which the same are offered.

**(e) Evidence of Appropriate Qualification for Assignment**

An employment agency/business may not introduce or supply a jobseeker to an employer without having first obtained and verified copies of any qualifications or authorisations of the jobseeker relevant to the assignment.

**(f) Costs of Repatriation**

In the event of an employee proving unsatisfactory after a probationary period the employment agency/business shall be liable for the cost of repatriation.

**(g) Provision of Information on Terms and Conditions in Native Language**

Migrant agency workers should be informed in their own language of their terms and conditions of employment by the employment/employment business. The terms of employment should be issued in the migrant's native language and a copy given to the migrant worker.

**(h) Provision of Information on Terms and Conditions in a Single Document**

An employment agency/business shall ensure that -

- (a) all terms in respect of which the agency/business has obtained a jobseeker's agreement are recorded in a single document; and
- (b) a copy of any such document is given by an agency/business to the jobseeker with whom they are agreed, before an agency/business provides any services to the jobseeker to which the terms contained in such a document relate.

**(i) Variation of Terms and Conditions**

An agency/business may not vary any terms set out in a document issued, unless the jobseeker to whom they relate agrees to the variation.

If an agency/business and the jobseeker agree to any variation in the terms set out in the document referred to above, an agency/business shall as soon as possible, and in any event no later than the end of the fifth business day following the day on which an agency/business and the jobseeker agree to the variation, give to the jobseeker a single

document containing details of the terms as agreed to be varied and stating the date on, or after which, it is agreed that the varied terms are to apply.

An employment agency/business may not make the continued provision of any services by it to a jobseeker conditional on the agreement by the jobseeker to any such variation.

**(j) Re-imbusement of Employer's Fees**

Agencies/businesses may not provide that, in the event of the employee leaving before the end of their contract, they would have to reimburse the fee their employer paid to the agency

**(k) Other Provisions**

Consider any other provisions that the Monitoring and Advisory Committee may propose. Any new provisions amending the Code of Practice should be introduced by Ministerial Statutory Instrument made under the proposed new primary legislation.

**(xi) Miscellaneous Provisions of proposed legislation**

The proposed new legislation could include, like most legislation, a number of Miscellaneous Provisions such as:

- Offences
- Issue of notices by, or, to the Minister or Advisory/Monitoring Committee
- The taking effect of decisions of the Minister
- The making of Ministerial Regulations considered necessary or expedient for the purposes of giving full effect to the proposed legislation e.g. Statutory Code of Practice
- Transitional provisions to cater for the switchover from licensing under the 1971 Act to registration under the new legislation. This transitional period could be for a period of, say, 6 months during which time, the Advisory/Monitoring Committee could work on an informal basis to effect a smooth switch over to the new legislative requirements

- The repeal of the Employment Agency Act 1971 from a date to be decided by the Minister, which in practice, would result in the new legislation coming into effect through a Ministerial Commencement Order.

## **(xii) Next Steps**

This White Paper will be published on the Department's website and submissions invited over a period of 5 weeks by advertisements in the national press.

During this consultation period, the Department could put in place the proposed Monitoring and Advisory Committee – on a non-statutory basis - comprising of this Department, the Social Partners, the National Recruitment Federation and any other representatives that Ministers Killeen and Martin deem appropriate.

This Committee should meet on no more than two/three occasions to have an input into the texts of the proposed legislation and to agree the Code of Practice for the Employment Agency Sector. Following agreement on the text of the Code of Practice for the Employment Agency Sector, this Code could be introduced, initially on a voluntary basis, pending the enactment of the proposed new legislation.

It is suggested that Government Approval to draft a Bill should be obtained by the end of October 2005, following which, the Bill would be drafted in consultation with the Office of the Parliamentary Counsel to the Government. It would be hoped that the Bill would be published by early 2006 with enactment in the first half of 2006. A transitional period of six months would follow in order to effect a smooth switch over to the new legislative requirements (i.e. from licensing on an annual basis to registration, renewable every three years). On this basis, the new legislation could commence from **1 January 2007**.

Employment Rights Legislation Section  
June 2005