

Employment Agencies Act (EAA) Regulations:

The Conduct of Employment Agencies and Employment Businesses Regulations (EAA regulations) came into force in 2003. Originally, these regulations were brought in to give temporary workers additional employment rights and were extended to Limited company contractors in 2003. However, their relevance could be argued for professional contractors and, as such, you'll be asked whether you wish to opt out of such regulations when you go forward for a contract position.

iConsult Conduct Regulations Opt-Out Policy:

As standard, in line with standard agency policy, our contract of employment will automatically opt out contractors from the regulations.

However, if you wish to opt-in to the regulations, this is absolutely fine. However, you will need to inform your consultant at your recruitment agency of your intentions to opt-in so they can forward iConsult an amended contract. Upon receipt, we shall issue you with the appropriate contract.

The regulations provide that the individual can withdraw their notice to opt-out on giving one week's notice to the agency or employment business but, if you do so during an assignment, the withdrawal will only take effect when the current assignment ends.

Also, if, you, the worker, is or would be involved in working with or attending any person who is under the age of 18, or who, by reason of age, infirmity or any other circumstance, is in need of care and attention are not able to opt-out. Essentially this means that if you are working with vulnerable people you cannot opt out.

Any further questions relating to the Conduct Regulations Opt-out, please contact the iConsult Contractor Care Team using the following details:

Tel: 0117 374 1114

Email: enquiries@iConsultumbrella.co.uk

All enquiries shall be responded to as quickly as possible.