

**2003 No. 3357 (C. 135)**

**TERMS AND CONDITIONS OF EMPLOYMENT**

**The Employment Relations Act 1999  
(Commencement No. 9) Order 2003**

*Made - - - - - 22nd December 2003*

The Secretary of State, in exercise of the power conferred on her by section 45 of the Employment Relations Act 1999(a), hereby makes the following Order:—

**Citation and interpretation**

1. This Order may be cited as the Employment Relations Act 1999 (Commencement No. 9) Order 2003.
2. In this Order, “the Act” means the Employment Relations Act 1999.

**Commencement**

3. Paragraph 3, sub-paragraphs (1) to (5) of paragraph 4 and paragraph 5 (to the extent that it is not already in force) of Schedule 7 to the Act shall come into force on 6th April 2004.
4. Paragraph 7 of Schedule 7 to the Act shall come into force on 6th July 2004.

22nd December 2003

*Gerry Sutcliffe,*  
Parliamentary Under Secretary of State for Employment Relations,  
Competition and Consumers,  
Department of Trade and Industry

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(a) 1999 c. 26.

## **EXPLANATORY NOTE**

*(This note is not part of the Order)*

This Order brings into force on 6th April 2004 paragraphs 3, 4 (partially), and 5 (to the extent that it is not already in force) of Schedule 7 to the Employment Relations Act 1999 (“the 1999 Act”). These paragraphs make amendments to section 6 (charges) of the Employment Agencies Act 1973 (C. 35) (“the 1973 Act”) and section 9 (inspection) of that Act; and insert a new section 11B (offences: cost of investigation) into the 1973 Act. The Order brings into force on 6th July 2004 paragraph 7 of Schedule 7 to the 1999 Act which amends section 13(2) (definition of employment agency) of the 1973 Act.

## NOTES AS TO EARLIER COMMENCEMENT ORDERS

*(This note is not part of the Order)*

The following provisions of the Employment Relations Act 1999 have been brought into force by commencement order made before the date of this Order:

<i>Provision</i>	<i>Date of Commencement</i>	<i>S.I. No.</i>
Section 1	6th June 2000	2000/1338
Sections 2 and 3	25th October 1999	1999/2830
Section 4	18th September 2000	2000/2242
Sections 5 and 6	6th June 2000	2000/1338
Sections 7 to 9	15th December 1999	1999/2830
Subsections (1) to (3) of section 13	25th October 1999	1999/2830
Subsections (4) to (6) of section 13	4th September 2000	2000/2242
Sections 10 to 12	4th September 2000	2000/2242
Sections 14 and 15	4th September 2000	2000/2242
Section 16	24th April 2000	2000/875
Subsections (1) to (5) of section 18	25th October 1999	1999/2830
Section 18(6)	30th September 1999	1999/2509
Sections 19 to 23	25th October 1999	1999/2830
Section 24	22nd February 2000	2000/420
Section 25	6th June 2000	2000/1338
Sections 26 to 33	25th October 1999	1999/2830
Section 34(1), (2), (3), (5) and (6)	17th December 1999	1999/3374
Section 34(4)	25th October 1999	1999/2830
Sections 35 and 36(1) (partially)	25th October 1999	1999/2830
Section 36 (to the extent that it was not brought into force on 25th October 1999)	17th December 1999	1999/3374
Section 37	25th October 1999	1999/2830
Section 38	9th September 1999	1999/2509
Sections 39 and 40	25th October 1999	1999/2830
Section 41	16th July 2001	2001/1187 (as amended by 2001/1461)
Section 42	9th September 1999	1999/2509
Sections 43 and 44 (partially)	25th October 1999	1999/2830

<i>Provision</i>	<i>Date of Commencement</i>	<i>S.I. No.</i>
Section 44 (partially)	17th December 1999	1999/3374
Schedule 1	6th June 2000	2000/1338
Schedule 2	25th October 1999	1999/2830
Schedule 3	18th September 2000	2000/2242
Schedule 4	15th December 1999	1999/2830
Schedule 5	24th April 2000	2000/875
Schedules 6, 7 (partially) and 9 (partially)	25th October 1999	1999/2830
Schedule 8	16th July 2001	2001/1187 (as amended by 2001/1461)
Schedule 9 (partially)	17th December 1999	1999/3374
Schedule 9 (partially)	16th July 2001	2001/1187 (as amended by 2001/1461)

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