
STATUTORY INSTRUMENTS

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⁽¹⁾, 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.

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

22nd December 2003

Status: This is the original version (as it was originally made). This item of legislation is currently only available in its original format.

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.

NOTE 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

<i>Provision</i>	<i>Date of Commencement</i>	<i>S.I. No.</i>
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
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)