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*Status: This version of this provision is prospective.*

**Changes to legislation:** There are outstanding changes not yet made by the legislation.gov.uk editorial team to The Immigration (Restrictions on Employment) Order 2007. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) [View outstanding changes](#)

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## STATUTORY INSTRUMENTS

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# 2007 No. 3290

## The Immigration (Restrictions on Employment) Order 2007

PROSPECTIVE

### Excuse from paying civil penalty

3.—(1) To the extent provided for by paragraph (2) an employer is excused from paying a penalty under section 15 of the 2006 Act if —

- (a) the employee or prospective employee produces to the employer any of the documents or combinations of documents described in list A in the Schedule to this Order; and
- (b) the employer complies with the requirements set out in article 6 of this order.

(2) An employer will be excused under this article from paying a penalty under section 15 of the 2006 Act—

- (a) for the duration of the employment, if the document or combination of documents is produced prior to the commencement of employment; or
- (b) subject to article 5, for the remainder of the employment, if the document or combination of documents is produced after the employment has commenced.

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### Commencement Information

**II** Art. 3 in force at 29.2.2008, see [art. 1](#)

**Status:**

This version of this provision is prospective.

**Changes to legislation:**

There are outstanding changes not yet made by the legislation.gov.uk editorial team to The Immigration (Restrictions on Employment) Order 2007. Any changes that have already been made by the team appear in the content and are referenced with annotations.

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**Changes and effects yet to be applied to :**

- schedule am by [S.I. 2009/2908 arts 24](#)
- art. 3 coming into force by [S.I. 2007/3290 art. 1](#)
- art. 3(1) words substituted by [S.I. 2018/1340 art. 2\(3\)\(a\)](#)
- art. 3(1)(a) words omitted by [S.I. 2018/1340 art. 2\(3\)\(b\)](#)
- art. 3(2) omitted by [S.I. 2018/1340 art. 2\(3\)\(c\)](#)

**Changes and effects yet to be applied to the whole Instrument associated Parts and Chapters:**

Whole provisions yet to be inserted into this Instrument (including any effects on those provisions):

- Sch. List A para. 4A-4C inserted by [S.I. 2021/689 art. 4\(5\)\(b\)](#)
- Sch. List B Pt. 1 para. 3A-3C inserted by [S.I. 2021/689 art. 4\(6\)\(b\)](#)
- Sch. List B Pt. 2 para. 1A1B inserted by [S.I. 2021/689 art. 4\(7\)\(b\)](#)
- Sch. List B Pt. 2 para. 1AA inserted by [S.I. 2022/242 reg. 3\(5\)\(c\)\(i\)](#)
- Sch. List A para. 13 omitted by [S.I. 2014/1183 art. 8\(g\)](#)
- Sch. List A para. 2-4 omitted by [S.I. 2021/689 art. 4\(5\)\(a\)](#)
- Sch. List B Pt. 1 para. 3 omitted by [S.I. 2021/689 art. 4\(6\)\(a\)](#)
- Sch. List B Pt. 2 para. 1 omitted by [S.I. 2021/689 art. 4\(7\)\(a\)](#)
- Sch. List A para. 4A omitted by [S.I. 2022/242 reg. 3\(5\)\(a\)\(iii\)](#)
- Sch. List A para. 5 omitted by [S.I. 2022/242 reg. 3\(5\)\(a\)\(v\)](#)
- Sch. List B Pt. 1 para. 2 omitted by [S.I. 2022/242 reg. 3\(5\)\(b\)](#)
- Sch. List B Pt. 1 para. 3A omitted by [S.I. 2022/242 reg. 3\(5\)\(b\)](#)
- Sch. List B Pt. 1 para. 3C omitted by [S.I. 2022/242 reg. 3\(5\)\(b\)](#)
- Sch. List A para. 4B substituted by [S.I. 2022/242 reg. 3\(5\)\(a\)\(iv\)](#)
- Sch. List B Pt. 2 para. 1B substituted by [S.I. 2022/242 reg. 3\(5\)\(c\)\(ii\)](#)
- Sch. List A para. 1 words inserted by [S.I. 2022/242 reg. 3\(5\)\(a\)\(i\)](#)
- Sch. List A para. 1 words omitted by [S.I. 2014/1183 art. 8\(a\)](#)
- Sch. List A para. 3 words omitted by [S.I. 2014/1183 art. 8\(c\)\(i\)](#)
- Sch. List A para. 3 words omitted by [S.I. 2014/1183 art. 8\(c\)\(ii\)](#)
- Sch. List A para. 1 words omitted by [S.I. 2022/242 reg. 3\(5\)\(a\)\(ii\)](#)
- Sch. List A para. 2 words substituted by [S.I. 2014/1183 art. 8\(b\)](#)
- Sch. List A para. 5 words substituted by [S.I. 2014/1183 art. 8\(d\)](#)
- Sch. List A para. 6 words substituted by [S.I. 2014/1183 art. 8\(e\)](#)
- Sch. List A para. 7 words substituted by [S.I. 2014/1183 art. 8\(f\)](#)
- Sch. Pt. 2 para. 1 words substituted by [S.I. 2018/1340 art. 2\(11\)](#)
- Sch. 1ListBpara. 5A inserted by [S.I. 2012/1547 Sch. 2 para. 4\(b\)](#)
- Sch. 1ListBpara. 4 words inserted by [S.I. 2012/1547 Sch. 2 para. 4\(a\)](#)
- art. 3A inserted by [S.I. 2022/242 reg. 8\(3\)](#)
- art. 44A substituted for art. 4 by [S.I. 2014/1183 art. 3](#)
- art. 4(3) words inserted by [S.I. 2018/1340 art. 2\(4\)\(b\)](#)
- art. 4A(1)(a)(i) word inserted by [S.I. 2022/242 reg. 3\(3\)](#)
- art. 4A(1)(a)(i) words omitted by [S.I. 2018/1340 art. 2\(5\)](#)
- art. 4A(1)(a)(i) words substituted by [S.I. 2021/689 art. 4\(3\)](#)
- art. 4B inserted by [S.I. 2018/1340 art. 2\(6\)](#)

- art. 4B(2) substituted by S.I. 2023/12 reg. 2(2)(a)
- art. 4B(3) words substituted by S.I. 2023/12 reg. 2(2)(b)
- art. 4B(4) omitted by S.I. 2021/689 art. 4(4)
- art. 5A inserted by S.I. 2022/242 reg. 8(4)
- art. 6(h) omitted by S.I. 2014/1183 art. 5(2)(f)
- art. 6(1) art. 6 renumbered as art. 6(1) by S.I. 2014/1183 art. 5(1)
- art. 6(1)(b) word inserted by S.I. 2018/1340 art. 2(8)(a)(i)
- art. 6(1)(c) words omitted by S.I. 2018/1340 art. 2(8)(a)(ii)
- art. 6(1)(d) words omitted by S.I. 2018/1340 art. 2(8)(a)(ii)
- art. 6(1)(e) words omitted by S.I. 2018/1340 art. 2(8)(a)(ii)
- art. 6(1)(f) word inserted by S.I. 2018/1340 art. 2(8)(a)(i)
- art. 6(1)(g) word inserted by S.I. 2018/1340 art. 2(8)(a)(i)
- art. 6(2) inserted by S.I. 2014/1183 art. 5(2)(g)
- art. 6(2) words omitted by S.I. 2018/1340 art. 2(8)(b)
- art. 6A inserted by S.I. 2022/242 reg. 8(5)