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STATUTORY INSTRUMENTS

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**2007 No. 3290**

**The Immigration (Restrictions on Employment) Order 2007**

**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.