

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

STATUTORY INSTRUMENTS

2007 No. 3290

The Immigration (Restrictions on Employment) Order 2007

PROSPECTIVE

Excuse from paying civil penalty

6. The requirements in relation to any documents or combinations of documents produced by an employee pursuant to articles 3 or 4 of this order are that—

- (a) the employer takes all reasonable steps to check the validity of the document;
- (b) the copy or copies are retained securely by the employer for a period of not less than two years after the employment has come to an end;
- (c) if a document contains a photograph, the employer has satisfied himself that the photograph is of the prospective employee or employee;
- (d) if a document contains a date of birth, the employer has satisfied himself that the date of birth is consistent with the appearance of the prospective employee or employee;
- (e) the employer takes all other reasonable steps to check that the prospective employee or employee is the rightful owner of the document;
- (f) if the document is not a passport or other travel document the employer retains a copy of whole of the document in a format which cannot be subsequently altered; and
- (g) if the document is a passport or other travel document, the following pages of that document are copied in a format which cannot be subsequently altered—
 - (i) the front cover;
 - (ii) any page containing the holder's personal details including nationality;
 - (iii) any page containing the holder's photograph;
 - (iv) any page containing the holder's signature;
 - (v) any page containing the date of expiry; and
 - (vi) any page containing information indicating the holder has an entitlement to enter or remain in the UK and undertake the work in question.

Commencement Information

II Art. 6 in force at 29.2.2008, see [art. 1](#)

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Changes and effects yet to be applied to :

- schedule am by [S.I. 2009/2908 arts 24](#)
- art 6 am by [S.I. 2009/2908 arts 23](#)
- art. 6 coming into force by [S.I. 2007/3290 art. 1](#)
- art 6 rev in pt by [S.I. 2009/2908 arts 23](#)
- art. 6 words substituted by [S.I. 2014/1183 art. 5\(2\)\(a\)](#)
- art. 6(a) words inserted by [S.I. 2014/1183 art. 5\(2\)\(b\)](#)
- art. 6(f) words omitted by [S.I. 2014/1183 art. 5\(2\)\(c\)](#)
- art. 6(g) words omitted by [S.I. 2014/1183 art. 5\(2\)\(d\)](#)
- art. 6(g)(i) omitted by [S.I. 2014/1183 art. 5\(2\)\(e\)](#)

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)