
STATUTORY INSTRUMENTS

2007 No. 3290

IMMIGRATION

The Immigration (Restrictions on Employment) Order 2007

Made - - - - *15th November 2007*
22nd November
Laid before Parliament *2007*
Coming into force *29th February 2008*

**THE IMMIGRATION (RESTRICTIONS
ON EMPLOYMENT) ORDER 2007**

1. Citation, commencement and interpretation
2. In this order— “the 2006 Act” means the Immigration, Asylum...
3. Excuse from paying civil penalty
4. (1) To the extent provided for by paragraph (2) an...
5. An employer is excused from paying a penalty under section...
6. The requirements in relation to any documents or combinations of...
7. Nothing in this Order permits employers to retain documents produced...
8. Objections
9. The prescribed period within which a notice of objection must...
10. The period prescribed for the purposes of section 16(5)(b) of...
11. Codes of Practice
12. The code of practice entitled “Guidance for Employers on the...
Signature

SCHEDULE — LIST A

1. A passport showing that the holder, or a person named...
2. A passport or national identity card showing that the holder,...
3. A residence permit, registration certificate or document certifying or
indicating...
4. A permanent residence card issued by the Home Office or...
5. A Biometric Immigration Document issued by the Border and
Immigration...
6. A passport or other travel document endorsed to show that...
7. An Immigration Status Document issued by the Home Office or...
8. A full birth certificate issued in the United Kingdom which...

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](#)

9. A full adoption certificate issued in the United Kingdom which...
10. A birth certificate issued in the Channel Islands, the Isle...
11. An adoption certificate issued in the Channel Islands, the Isle...
12. A certificate of registration or naturalisation as a British citizen,...
13. A letter issued by the Home Office or the Border...

LIST B

1. A passport or travel document endorsed to show that the...
2. A Biometric Immigration Document issued by the Border and Immigration...
3. A work permit or other approval to take employment issued...
4. A certificate of application issued by the Home Office or...
5. A residence card or document issued by the Home Office...
6. An Application Registration Card issued by the Home Office or...
7. An Immigration Status Document issued by the Home Office or...
8. A letter issued by the Home Office or the Border...

Explanatory Note

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](#)
- Sch. coming into force by [S.I. 2007/3290 art. 1](#)
- Sch. List B substituted by [S.I. 2014/1183 art. 9](#)
- Sch. para. 9 word substituted by [S.I. 2018/1340 art. 2\(10\)\(b\)\(i\)](#)
- Sch. words omitted by [S.I. 2014/1183 art. 7](#)
- Sch. para. 8 words omitted by [S.I. 2018/1340 art. 2\(10\)\(a\)](#)
- Sch. para. 9 words omitted by [S.I. 2018/1340 art. 2\(10\)\(b\)\(ii\)](#)
- art. 1 coming into force by [S.I. 2007/3290 art. 1](#)
- art. 2 coming into force by [S.I. 2007/3290 art. 1](#)
- art. 2 words inserted by [S.I. 2018/1340 art. 2\(2\)](#)
- art. 2 words inserted by [S.I. 2021/689 art. 4\(2\)](#)
- art. 2 words inserted by [S.I. 2022/242 reg. 3\(2\)](#)
- art. 2 words inserted by [S.I. 2022/242 reg. 8\(2\)](#)
- 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\(3\)\(c\)](#)
- art. 4 coming into force by [S.I. 2007/3290 art. 1](#)
- art. 4(1)(a) words omitted by [S.I. 2018/1340 art. 2\(4\)\(a\)](#)
- art. 5 coming into force by [S.I. 2007/3290 art. 1](#)
- art. 5 words inserted by [S.I. 2018/1340 art. 2\(7\)\(c\)](#)
- art. 5 words substituted by [S.I. 2014/1183 art. 4\(a\)](#)
- art. 5 words substituted by [S.I. 2014/1183 art. 4\(b\)](#)
- art. 5 words substituted by [S.I. 2018/1340 art. 2\(7\)\(a\)](#)
- art. 5 words substituted by [S.I. 2018/1340 art. 2\(7\)\(b\)](#)
- 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\(2\)\(e\)](#)
- art. 7 coming into force by [S.I. 2007/3290 art. 1](#)
- art. 7 words inserted by [S.I. 2018/1340 art. 2\(9\)\(a\)](#)
- art. 7 words substituted by [S.I. 2014/1183 art. 6](#)
- art. 7 words substituted by [S.I. 2018/1340 art. 2\(9\)\(b\)](#)
- art. 8 coming into force by [S.I. 2007/3290 art. 1](#)
- art. 9 coming into force by [S.I. 2007/3290 art. 1](#)
- art. 10 coming into force by [S.I. 2007/3290 art. 1](#)
- art. 11 coming into force by [S.I. 2007/3290 art. 1](#)
- art. 1112 substituted by [S.I. 2022/242 reg. 3\(4\)](#)
- art. 12 coming into force by [S.I. 2007/3290 art. 1](#)

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. IListBpara. 5A inserted by S.I. 2012/1547 Sch. 2 para. 4(b)
- Sch. IListBpara. 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)