

SCHEDULE

Articles 3 and 4

LIST A

Commencement Information

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

1. A passport showing that the holder, or a person named in the passport as the child of the holder, is a British citizen or a citizen of the United Kingdom and Colonies having the right of abode in the United Kingdom.
2. A passport or national identity card showing that the holder, or a person named in the passport as the child of the holder, is a national of the European Economic Area or Switzerland.
3. A residence permit, registration certificate or document certifying or indicating permanent residence issued by the Home Office or the Border and Immigration Agency to a national of a European Economic Area country or Switzerland.
4. A permanent residence card issued by the Home Office or the Border and Immigration Agency to the family member of a national of a European Economic Area country or Switzerland.
5. A Biometric Immigration Document issued by the Border and Immigration Agency to the holder which indicates that the person named in it is allowed to stay indefinitely in the United Kingdom, or has no time limit on their stay in the United Kingdom.
6. A passport or other travel document endorsed to show that the holder is exempt from immigration control, is allowed to stay indefinitely in the United Kingdom, has the right of abode in the United Kingdom, or has no time limit on their stay in the United Kingdom.
7. An Immigration Status Document issued by the Home Office or the Border and Immigration Agency to the holder with an endorsement indicating that the person named in it is allowed to stay indefinitely in the United Kingdom or has no time limit on their stay in the United Kingdom, when produced in combination with an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.
8. A full birth certificate issued in the United Kingdom which includes the name(s) of at least one of the holder's parents, when produced in combination with an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.
9. A full adoption certificate issued in the United Kingdom which includes the name(s) of at least one of the holder's adoptive parents when produced in combination with an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.
10. A birth certificate issued in the Channel Islands, the Isle of Man or Ireland, when produced in combination with an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.

Changes to legislation: There are outstanding changes not yet made by the [legislation.gov.uk](https://www.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](#)

11. An adoption certificate issued in the Channel Islands, the Isle of Man or Ireland, when produced in combination with an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.

12. A certificate of registration or naturalisation as a British citizen, when produced in combination with an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.

13. A letter issued by the Home Office or the Border and Immigration Agency to the holder which indicates that the person named in it is allowed to stay indefinitely in the United Kingdom when produced in combination with an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.

LIST B

1. A passport or travel document endorsed to show that the holder is allowed to stay in the United Kingdom and is allowed to do the type of work in question, provided that it does not require the issue of a work permit.

2. A Biometric Immigration Document issued by the Border and Immigration Agency to the holder which indicates that the person named in it can stay in the United Kingdom and is allowed to do the work in question.

3. A work permit or other approval to take employment issued by the Home Office or the Border and Immigration Agency when produced in combination with either a passport or another travel document endorsed to show the holder is allowed to stay in the United Kingdom and is allowed to do the work in question, or a letter issued by the Home Office or the Border and Immigration Agency to the holder or the employer or prospective employer confirming the same.

4. A certificate of application issued by the Home Office or the Border and Immigration Agency to or for a family member of a national of a European Economic Area country or Switzerland stating that the holder is permitted to take employment which is less than 6 months old when produced in combination with evidence of verification by the Border and Immigration Agency Employer Checking Service.

5. A residence card or document issued by the Home Office or the Border and Immigration Agency to a family member of a national of a European Economic Area country or Switzerland.

6. An Application Registration Card issued by the Home Office or the Border and Immigration Agency stating that the holder is permitted to take employment, when produced in combination with evidence of verification by the Border and Immigration Agency Employer Checking Service.

7. An Immigration Status Document issued by the Home Office or the Border and Immigration Agency to the holder with an endorsement indicating that the person named in it can stay in the United Kingdom, and is allowed to do the type of work in question, when produced in combination with an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.

8. A letter issued by the Home Office or the Border and Immigration Agency to the holder or the employer or prospective employer, which indicates that the person named in it can stay in the United Kingdom and is allowed to do the work in question when produced in combination with an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.

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.

[View outstanding changes](#)

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. 11 substituted by [S.I. 2024/78 art. 2\(2\)](#)
- 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. 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)