

EMPLOYMENT AGENCIES, ETC .

**The Employment Agencies Act 1975  
(Charging Fees to Workers) Regulations 1977**

BSS.36

In exercise of the powers conferred on the Isle of Man Board of Social Security by sections 6(1) and 11(1) and (3) of the Employment Agencies Act 1975, and of all other powers enabling it in that behalf, and after consultation as required by section 11(2) of that Act with bodies appearing to it to be representative of the interests concerned, the following Regulations are hereby made: -

**Citation and commencement**

1. These Regulations may be cited as the Employment Agencies Act 1975 (Charging Fees to Workers) Regulations 1977 and shall come into operation on the same day as the Act.

**Interpretation**

2.-(1) In these Regulations, unless the context otherwise requires ,

"the Act" means the Employment Agencies Act 1975;

"agent" means a person carrying on an employment agency;

"entertainment industry" means the production and presentation of the films and sound broadcasts and recordings, and of plays, operas, ballets, musical and variety performances, and other similar means of entertainment whether taking place in theatres, concert halls, dance halls, clubs, or any other place of public or private entertainment. Exception from restriction on charging fees to workers.

- 3.(1) Subject to the provisions of paragraph (2) below, an agent providing the service of finding a worker employment or seeking to find him employment in any of the occupations listed in the Schedule to these Regulations is hereby excepted in respect of that service from the provisions of section 6(1) of the Act (which imposes restrictions on the charging of fees to any person for finding him employment or for seeking to find him employment).
- (2) Paragraph (1) above shall not apply -
- (a) where the agent changes a fee in respect of the service of supplying a worker to the employer who provides the employment;
  - (b) where on the date when the worker commences the employment the agent and the employer are connected with each other, that is to say,
    - (i) the agent, or a partner of his, or, where the agent is a company, a director of that company, is also the employer;
    - (ii) the employer is a company controlled by any of the persons referred to in sub-paragraph (i) above;
    - (iii) the employer, or a partner of his, or, where the employer is a company, director of that company, is also the agent;
    - (iv) the agent is a company controlled by any of the persons referred to in sub-paragraph (iii) above; or
    - (v) the employer and the agent are both companies of which a third person has control.
- (3) For the purpose of paragraph (2) above a company is controlled by a person if he exercises, or is able to exercise, or is entitled to acquire, control (whether direct or indirect) over the affairs of the company and, in particular, but without prejudice to the generality of foregoing, if he possess, or is entitled to acquire the greater proportion of the share capital or voting power of the company.

Regulation 3

**SCHEDULE**

1. The following occupations in the entertainment industry-
  - (a) actors, singers, musicians, dancers and other performers;
  - (b) composers, directors, assistant directors, production managers, assistant production managers, lighting cameramen, camera operators, make up artists, film editors, action arrangers and co-ordinators, costume and production designers, recording engineers, hairdressers, property masters, film continuity personnel, sound mixers, and still photographers.
  
2. Photographic and fashion models.

GIVEN UNDER THE OFFICIAL SEAL  
OF THE ISLE OF MAN BOARD OF  
SOCIAL SECURITY THIS NINTH  
DAY OF DECEMBER, NINETEEN  
HUNDRED AND SEVENTY - SEVEN

Noel Q. Cringle.

Chairman.

W. H. Cain.

Secretary/

Approved by Tynwald on 17 January 1978.

## **EXPLANATORY NOTE**

*(This Note is not part of the Regulations)*

These Regulations provide that, with certain exceptions, employment agencies may charge fees to workers for finding or seeking to find them employment in occupations in the entertainment industry, or as fashion or photographic models.