

Conduct of Employment Agencies and Employment Businesses Regulations 2003 - Opt Out Form:

NOTE TO PSC:

The Conduct of Employment Agencies and Employment Businesses Regulations 2003 apply in England, Wales and Scotland. The Conduct of Employment Agencies and Employment Businesses (Northern Ireland) Regulations 2005 apply in Northern Ireland. Together we call these the 'Conduct Regulations'. They apply automatically to contracts between agencies/ employment businesses and their clients and agencies and temporary workers.

Contractors working through limited companies such as their own personal service companies (PSCs) can, in certain circumstances, opt out of the Conduct Regulations. Where a valid opt out is given, then the Conduct Regulations do not apply to either the contract between the agency/ employment business and the PSC, or to the contract between the agency/ employment business and the client.

If, you, the PSC, and the Contractor to be supplied to do the work, wish to opt out of the Conduct Regulations, please read this form carefully. You can withdraw the opt out at any time but the withdrawal will only apply from when the next assignment starts. We recommend that you take independent legal advice so that you know what the opt out means for you.

In this opt out notification we use the terms "PSC" and "PSC Staff" to mean the limited company and the limited company contractor respectively.

OPT OUT NOTIFICATION

Parties:

- (1) *Name of Limited Company, (Company registration number XXXX) of address (the "PSC")*
- (2) *Name of individual supplied to do the work of address (the "PSC Staff")*

1. This Opt Out Notification supplements the agreement ("the **Agreement**") between Permanent Futures Ltd and the PSC. The terms used in this notification shall have the same meaning as those defined in the Agreement.
2. The PSC and the PSC Staff acknowledge that it is their intention that the provisions of the Conduct of Employment Agencies and Employment Businesses Regulations 2003 (the "**Conduct Regulations**") do not apply to the Assignment any assignment agreed between the Parties.
3. The Parties have freely entered into this Opt Out Notification.
4. The PSC and the PSC Staff are free to withdraw from this Opt Out Notification at any time by giving not less than one week's written notice to Permanent Futures Ltd. However, if the notice is given during an Assignment it will not take effect until the PSC Staff stops working in that Assignment and commences a new assignment.

- We the undersigned have read, understand and agree to be bound by the terms of this Opt Out Notification. In particular, we understand that by signing this Opt Out Notification we are agreeing that the provisions of the Conduct Regulations shall not apply to any assignment agreed between the Parties.

	PSC	PSC Staff
Signed:	(Insert name and position) <i>I confirm I am authorised to sign this Opt-Out Notification for and on behalf of the PSC.</i>	Insert Name
Print Name:		
Date:		