

[Act 1996 No 18]



## Employment Agents Bill 1996

### Explanatory note

This explanatory note relates to this Bill as introduced into Parliament.  
This Bill is cognate with the *Industrial Relations Bill 1996*.

### Overview of Bill

The object of this Bill is to enact as a separate Act the provisions of Chapter 7 of the *Industrial Relations Act 1991* relating to the regulation of private employment agents as a consequence of the repeal of that Act by the proposed *Industrial Relations Act 1996*. The provisions are re-enacted without any modifications other than of a minor or consequential nature.

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## Outline of provisions

### **Part 1 Preliminary**

**Clauses 1-4** contain preliminary provisions (including the name of the proposed Act and relevant definitions).

### **Part 2 Licensing of business of employment agents**

**Clauses 5-18** continue the requirements for persons carrying on the business of private employment agents to be licensed. Licences are issued by the Director-General of the Department of Industrial Relations.

### **Part 3 Conduct of business of employment agents**

**Clauses 19-22** continue provisions regulating the business of a private employment agent. In particular:

- (a) a licensee may only charge employers (and not prospective employees) fees for finding persons work.
- (b) a licensee is required to keep information about the conduct of the licensee's business and make it available for official inspection.
- (c) a licensee must not advertise positions that are not in fact available.

### **Part 4 Miscellaneous**

**Clauses 23-33** contain miscellaneous provisions. In particular, the clauses provide exemptions for licensees under the *Entertainment Industry Act 1989*, penalty notices for offences and for the review of the proposed Act.

### **Schedule 1 Savings, transitional and other provisions**

The schedule contains relevant provisions for a savings and transitional nature consequent on the repeal of the *Industrial Relations Act 1991* and the enactment of the proposed Act.