

L.N. 125 of 2025

**EMPLOYMENT AND INDUSTRIAL RELATIONS ACT
(CAP. 452)**

Temporary Agency Workers (Amendment) Regulations, 2025

IN EXERCISE of the powers conferred by article 48(2) of the Employment and Industrial Relations Act, the Minister responsible for employment and industrial relations has made the following regulations:-

1. The title of these regulations is the Temporary Agency Workers (Amendment) Regulations, 2025 and these regulations shall be read and construed as one with the Temporary Agency Workers Regulations, hereinafter referred to as the "principal regulations". Citation.
S.L. 452.133.
2. In sub-regulation (1) of regulation 2 of the principal regulations in the definition "outsourcing agency" immediately after the words "under the supervision, direction and control of the outsourcing agency" there shall be added the words "or when the assignment is at the discretion of the outsourcing agency". Amends
regulation 2 of
the principal
regulations.
3. In sub-regulation (1) of regulation 13 of the principal regulations the words "Employment Agencies Regulations." shall be substituted by the words "Employment Agencies Regulations:" and immediately thereafter there shall be added the following new provisos: Amends
regulation 13 of
the principal
regulations.

"Provided that for the purposes of regulation 4, the assessment of the basic working and employment conditions of employees of outsourcing agencies, in the event that their assignment with a user undertaking took place before the 1st of January 2025, shall be assessed as if they had been assigned to that user undertaking as of the 1st of January 2025:

Provided further that for the purposes of regulation 5, access to employment within the user undertaking by employees of outsourcing agencies, when such user undertaking forms part of the public service as defined in the Constitution, or is a body established by the Constitution or by or under any other law, or with any partnership or other body in which the Government, or any such body as aforesaid, have a controlling interest or over which it has effective control, shall be provided without prejudice to article 110 of the Constitution."

