

# Strike and Industrial Action Policy

## Introduction

Axcis Education's policies and procedures work in line with Government guidance.

This policy sets out what Axcis Education staff should do if a provision contacts us to request contractors to cover their staff who are taking part in lawful industrial action.

## Statement of Intent

Axcis Education are forbidden by law from supplying contractors to cover the work of employees taking industrial action (Regulation 7, Conduct of Employment Agencies and Employment Businesses Regulations 2003). It is unlawful for a recruitment agency to supply or introduce a contractor to cover the duties of someone who is on strike, or even to cover the duties of another worker who has been moved to fill a gap when someone else is on strike.

Contractors already in place as part of an on-going assignment can continue as usual.

## Procedures

During industrial action, when taking assignment details from a client, Axcis Education's consultants will establish if their assignment is to cover a person who is taking part in the strike or is to cover the duties of another worker who has been moved to fill a gap when someone else is on strike. Axcis Education will advise that we are forbidden from supplying contractors to cover the work of employees taking industrial action. If we are satisfied this is not the case then we are able to supply to that provision.

Axcis Education will advise contractors already in place as part of an on-going assignment that they can continue as usual.

## Communicating this Policy

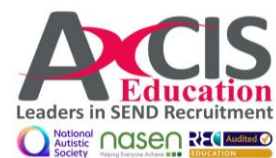
This Policy will be communicated to contractors at their initial induction interview / briefing and thereafter from time to time, as determined appropriate by Axcis Education. This Policy is available on the Axcis Education website and is communicated to all clients.

The contact details for Axcis Education are as follows:

Contact Point	Number or e-mail	Notes
Landline	0207 580 2956	Use during office hours
Martin Keddie	0207 580 2956	Associate Director – HR & Candidate Management

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Signed: *Paul Gold*

Position: CEO

Date: 17<sup>th</sup> December 2020

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