



27 June 2022

The Rt Hon Kwasi Kwarteng MP  
Secretary of State for Business, Energy and Industrial Strategy  
1 Victoria Street  
London  
SW1H0ET

Dear Secretary of State,

**The Conduct of Employment Agencies and Employment Businesses Regulations 2003 – proposed repeal of Regulation 7**

We feel compelled to write to you as the leaders of the largest staffing businesses in the UK to express our concern at how Government is moving ahead with proposals to repeal Regulation 7 of the Conduct Regulations.

Collectively, our industry contributes nearly £40bn to the UK economy per annum. We have supported economic growth and the structural changes required during the pandemic. As Professional Services businesses that underpin the labour market across every part of the UK economy, we are naturally keen to support future growth - but this decision by government is unhelpful.

We strongly believe it has the potential to cost our businesses - as we will be held responsible for sending strike breakers across a picket line and putting our workers in harm's way. It will not matter if our individual businesses choose not to supply - the industry will be called into disrepute. We have seen time and time again how the media - and consumers directly via social media - can affect a reputation. At a time when we should be working collaboratively with government and other business leaders to address the more pressing needs of our economy, this is an unnecessary distraction. We would much prefer to be writing today to offer our insights on how to overcome the challenges of today's labour market, boost productivity and supercharge business growth.

We had hoped that news reports would be followed by consultation with us - as this is, after all, a change to the key piece of legislation for our industry. We remain ready to engage in those discussions at any time. But we can only see these proposals inflaming strikes – not ending them.

Yours sincerely,

**Sarah Thewlis, Chair,  
Recruitment & Employment  
Confederation**

**Mark Cahill, Managing  
Director, Manpower  
Group UK**

**Paulo Canoa, CEO, Gi Group UK**



**Niki Turner-Harding,  
Senior Vice President,  
Adecco UK & Ireland**

**Carmen Watson, Chair,  
Pertemps Network Group**

**Mike Barnard, Chief Executive,  
Acacium Group**

**Simon Winfield, Managing  
Director, Hays**

**Darren Ainge, Director,  
The Best Connection**

**Richard Vickers,  
Chief Executive Officer, Search  
Consultancy**

**Phil Bearwood, Compliance &  
Assurance Director, Morson**

**Tim Cook, Group Chief Executive  
Officer, nGAGE Talent.**

**Richard Bradley, Vice President, Kelly  
Services**

**Matthew Wragg, Chief Executive  
Officer, Gattaca**

**Victoria Short, CEO,  
Randstad UK**