



Policy Regarding Provision of Agency Staff to Replace Company Staff Involved in Official Industrial Action

Company Policy No: 41

Company: Direct Healthcare 24 t/a Little Steps Staffing Ltd

Issue No: 2

Revision Date: April 2026

Review Date: April 2027

Policy Regarding Provision of Agency Staff to Replace Company Staff Involved in Official Industrial Action

It is Company Policy not to supply agency staff to any Client to replace company staff involved in Official Industrial Action.

This policy is in accordance with Regulation 7 of “The Conduct of Employment Agencies and Employment Businesses Regulations 2003”

Regulation 7 makes it clear that employment businesses are prohibited from providing agency workers to clients to replace individuals taking part in an official strike or official industrial action, OR to replace individuals who have themselves been transferred by the client to perform duties of the person on strike or taking industrial action.

Signed:



Date: April 2026

Chris Coyle, Director