



Gangmasters

#### Details of non-compliance

The labour provider supplies workers that come under Agricultural Wages Order (AWO). However, overtime has not been paid in line with the AWO. The labour provider admitted he has a copy of the AWO, but has not used it and also stated he has a farming background. The labour

provider is also deducting accommodation from workers at £55 per week, which is above the

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Gangmaster

[Redacted]

Licensing Authority

Licence Standard 6.1 (Major score 8 points)

The gangmaster has co-operated with the labour user to ensure that:

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Details of non-compliance

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Risk assessments were checked at [REDACTED] The need for personal protective equipment [REDACTED]

Licence Standard 9.1 (Major score 8 points)

Records on workers' files include their name, date of birth, address, National Insurance number, and documentation showing their entitlement to work in the UK

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It is your responsibility to inform your workers and your customers of the possibility you may

have your licence revoked. You have the option to re-apply for a licence, but you have to pay the application and inspection fees again.

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### 3.3 Any debts are in writing

The labour provider admitted he does not have any written agreements with the

[REDACTED]



provide their own PPE.

**7.3 Workers employed for 1 month or more receive a written statement of employment particulars?**

The workers contact of employment does not state workers will be paid regardless of

The licensing team have checked back with the inspector and the workers are not believed to be in any immediate danger. However, the labour provider has clearly breached a number of standards and their compliance score is far in excess of the 20-point threshold permitted.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

s40

COMPLIANCE INSPECTION BY [REDACTED]  
SCHEDULED FOR: 29/APR/2008

GATE0001 - GATEWAY  
RECRUITMENT SERVICES

**Section 1: Possession of a valid GLA issued Licence**

1.1 A current GLA Licence is in issue

P F X

1.2 Licence details are up to date

P F X

1.3 URN and other licence details are provided by LP

P F X

**Section 1: Optional Comments**

[REDACTED]

LP is supplying workers to [REDACTED]

[REDACTED] Will be supplying workers to the following over the coming months -

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CI was conducted by myself and [REDACTED] and we interviewed workers at [REDACTED] and also visited [REDACTED] to obtain paperwork and check documentation/records held.

**Section 2: Payment of Wages Tax NIT VAT**

[REDACTED]



2.5 · Evidence that deductions (e.g. for transport or accommodation) are made from wages with the worker's consent?

P F X



LP has deductions form in place for transport, but doesn't have any forms in place for accommodation deductions, or other deductions, such as WRS and wage advances.

2.6 Scotland - legal deductions are made

P F X




LP doesn't supply workers to Scotland

2.7 The applicant has not withheld or threatened to withhold payment to any supplier








3.10 Data and records are kept securely 

P F X



Section 3 Optional Comments

4.1 No under-18s are made to stay away from home 

P F X




4.2 Workers are allowed to find suitable alternative accommodation 

P F X



Section 5 Optional Comments

**Section 6: Breaches in Health and Safety, Including Training**

6.1 Are adequate and effective arrangements in place for managing the health and safety of any workers provided? 




(2)

provided. The J U stated he thought it was the workers responsibility to provide their

[REDACTED]



may have employed workers without checking this out properly.

7.3 Workers employed for 1 month or more receive a written statement of employment particulars? 

P F X

Workers are on a contract of employment. LU

majority of workers come under the AWO. Contract doesn't state workers will be paid regardless of whether payment is received by the LU or not. Contract states sick pay only payable after 6 mths of work and after 5 days off sick. Workers do not sign a data protection clause. Contracts state accommodation can be arranged, although the LP

it was unusual not to have to pay for this service. He was not aware if [redacted] was charging workers for this, but accepted it was unlikely [redacted] would be doing this for free. [redacted] stated he hadn't [redacted] any workers in any other firm [redacted] which is what

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8.4 The Labour Provider has the worker's permission before transferring them to another Labour Provider

P F X

As LP is not fully aware of what work is being carried out by the 17 year olds I have failed him on this section. LP states they have been doing farming work, although he is not exactly sure what this may have been doing.

Section 9 Optional Comments

10.1 If your core were associated with the applicant, were all workers legally entitled to