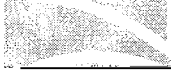


The gangmaster has not withheld or threatened to withhold payment to any worker on the following grounds:

- non-receipt of payment from the labour user
- the worker failing to prove that he has worked during a particular period of time (although the



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Details of non-compliance

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Details of non-compliance

s43(2)

The "Letter of Confirmation" sent to workers at the labour user [REDACTED] states that if a worker leaves the job, they must leave their accommodation immediately, to lose the job will mean losing your accommodation. Therefore, if they decide to leave the system, it is their own fault.

Details of non-compliance

~~43(2)~~
43(2)

[REDACTED] records did not show the start and finish times of the workers and as these workers (from payroll records) as required by the standard. It is acknowledged that this appears to be an issue limited to one labour user's however, as evidence has been provided that

Details of non-compliance

The labour provider admitted that with some of their smaller clients not all workers had received the necessary Health & Safety training. The fact that only a small number of workers are supplied to a labour user can not be used as an excuse not to ensure the workers are properly trained in respect of Health & Safety. The non-compliance has therefore; been correctly identified and reported.

Licensing Standard 7.3 Major 8 points

There is evidence that all workers who have been employed departmentally for six months or more



In order to comply with this standard, you should ensure that all contracts for...

[Redacted]



For further information you can visit our website at www.gla.gov.uk or contact us on 0845 6025020

Please note that under the terms of the Employment (Interim) Act 2004 it is a criminal offence

for an individual or business to operate as a Labour Provider without a Licence. It is also a

LICENCE DECISION REPORT

JARK0001

Company Name: Jark Recruitment Ltd

CT

Inspector

Date of Inspection:

The workers contract also contains a clause to say that if timesheets are not submitted within a 40 day period after completion of the assignment then the worker

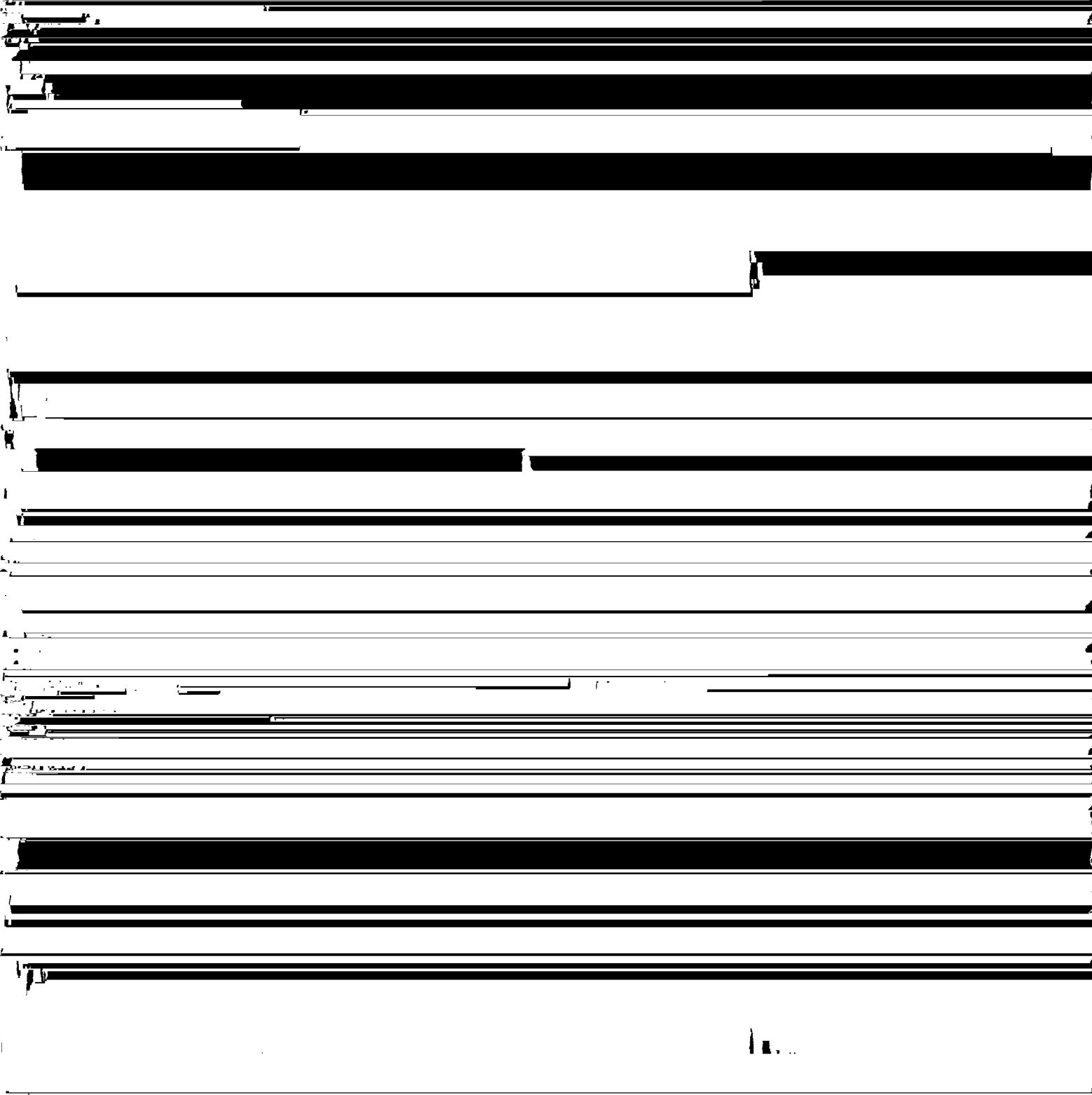
could be made responsible for any loss of income. Testimony of 66

4.3 Are arrangements for the safety of electrical installations and domestic gas appliances (where relevant) satisfactory

The details of 5 property locations were obtained at the Kings Lynn office but no gas certificates could be produced when requested to do so by the GLA Inspector.

In addition further properties were identified which had not been declared by the labour provider and were confirmed as being used to house workers. Gas safety certificates could not be produced for these properties.

The Dedworth Hotel is still a listed building and is a Grade II listed building.



There is also no reference in the contract to benefits that workers may be entitled to such as statutory sick pay.

This has previously been highlighted as problem as a condition was place on the licence stating that:

"Some workers had not received copies of a contract for services before starting work."

presented any evidence that some workers were entitled to SSP. It would appear that ALC clearance evidence was not taken into account during the compliance inspection process in relation to this standard. Therefore, the information taken during the most recent compliance inspection has been taken as the most up to date

remains in breach of licensing standard 7.3. The number of additional non-compliances discovered during the compliance inspection it is not considered that in not taking into account the ALC clearance evidence sent in by the business that the outcome would have been effected. Therefore, the decision to revoke has been taken.

The licence must now be revoked. The decision will be to revoke without immediate effect as although the report puts forward a large number of non-compliances no

~~evidence has been provided to support the~~

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COMPLIANCE INSPECTION BY [REDACTED]
SCHEDULED FOR: 17/JUN/2008


JARK0001 - JARK
RECRUITMENT LTD

Section 1: Possession of a valid GI A issued Licence

1.1 A current GI A licence is in issue

1.2 Licence details are up to date

P F X

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

P F X

Deductions are made from workers wages for accommodation accommodation

deposits, accommodation arrears, transport, cash advances, key deposits and hygiene certificates. A number of deductions were seen on the payroll held at the Kings Lynn office but only one signed deduction form could be produced. Also in this one case (a

540

No evidence of the payment of ODP could be found in the records maintained by [REDACTED]

were clearly not given their full entitlement to holiday pay (Exhibit 2, 6, 7 & 7a) despite
complaints to the CAB and [REDACTED] [REDACTED] 11/12/11

P F X



The context clearly states that the number of lines within the ...

4.2 Workers are allowed to find suitable alternative accommodation


P F X

4.3 Are arrangements for the safety of electrical installations and domestic gas appliances (where relevant) satisfactory

P F X

The LP provides a number of properties for use by workers across the UK. These are not owned by the LP but are sublets which are then used to house workers. Details of 5

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? 


P F X

The LP admitted that not all contracts were in place for all of their customers especially

their licence which restricts them from driving vehicles for hire & reward

6.8 Are suitable arrangements in place for the safe use and maintenance of workplace transport?

P F X

of the employee? 

P F X

P F X

Section 7 Optional Comments



N/A no young workers

9.3 Have suitable and sufficient risk assessments been carried out in relation to work activities undertaken by children / young workers?

P F X

N/A no young workers

9.4 Children only carrying out work permitted by law

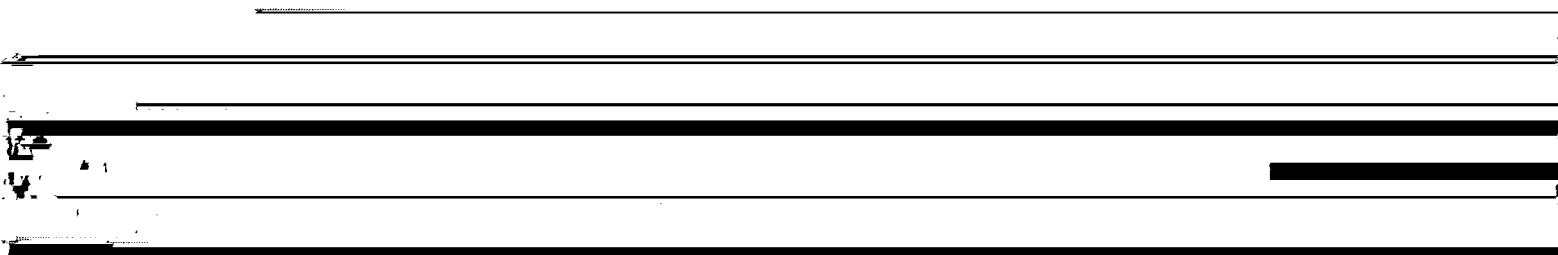
P F X



N/A no young workers

Section 9 Optional Comments

Although worker files were incomplete in some cases with NI numbers missing etc and incorrect addresses this has been passed but should be thoroughly checked on any new application that may be submitted or CI that is conducted



(CV1.0.38.0 AV3.0.7.23) Last Modified: 24 May 2006