



Gangmasters
Licensing Authority

GLA43/17 Liaison Group Update

15 October 2014

Board Paper Reference – GLA43/17 - Liaison Group Update

1. Purpose of the Report

1.1 To update the Board on the work of the liaison groups

2. Recommendation

2.1 The Board is invited to note the draft minutes of the Labour User/ Labour Provider Liaison Group meeting held on 04 September, 2014. The minutes are attached at Annex A.

Minutes

Title of meeting

Date

4 September 2014

Time

11:00

Venue

GLA, Nottingham

Chair

Margaret Beels, GLA

Secretary

Jennifer Clarke, GLA

Attendees

Paul Broadbent, GLA
Darryl Dixon, GLA
Julie Giles
Fergus Morgan
Gavin Dring
Cathy Lafferty
David Segust

Tom Easson
Rob Orme
Shayne Tyler
Jayne Garner
Jerry Camp
David Camp
Vicky O'Brien

Apologies

Joanne Young
Chris Gorton
Jon Tugwell
Kevin McCormick
Colin Hall
Claire Houchin

Terry Waite
Hayley Campbell-Gibbons
Jane Bladon
Sian Thomas
Jane Fielding

1. Introductions

Margaret Beels (MB) welcomed the group. It was noted that David Nix has now left the GLA and Charlotte Wilson has taken over his role.

2. Declarations of interest.

David Seegust, Gavin Dring - GLA licence holders.

3. Minutes of Previous Meeting

The minutes of the previous meeting were approved.

4. Action Schedule

Actions from 7 May 2014

1. *Review of the GLA Complaints process to be circulated to the Group when available* CLOSED: Paul Broadbent (PB) confirmed the review had taken place and the process was fit for purpose. The time limits in the process have been compressed.

New action 1: Circulate the revised GLA Complaints Procedure.

2. *GLA to contact the Food and Drink Federation (FDF) to explore the possibility of labour user events.* CLOSED: Discussed with FDF and NFU about attendance at roadshows and how to engage more effectively with those who use our services.
3. *GLA to issue the Who Needs a Licence guidance by 16 May 2014* CLOSED: Guidance published on 16 May 2014
4. *The Group to provide non-legislative options to tackle modern slavery* CLOSED.
5. *GLA to circulate Home Office contact details so representations on non-legislative ideas can be submitted direct* CLOSED.
6. *A declassified version of the end of year Performance and Insight report to be circulated to the Group* CLOSED: Report emailed to the Group on 19 May 2014.
7. *The Group to provide comments on possible amendments to the Licensing Standards by 30 May 2014* CLOSED.
8. *DN to circulate data on Standards breached in the last 3 years* CLOSED: Information emailed on 13 May 2014.
9. *The Group to provide suggestions on delivering the Prevention Plan to MH* CLOSED.
10. *The Group to provide comments on the draft Worker Survey by 30 May 2014* CLOSED.
11. *The Group to provide copies of example surveys industry already use with workers* CLOSED.
12. *The Group to provide comments on the draft Job-Finding Fees and Providing Additional Services Brief by 21 May 2014* CLOSED.

New Action 2: Circulate letter to overseas labour providers reminding them of the issue re not charging for job finding fees.

13. *GLA to circulate a final draft of the Job-Finding Fees and Providing Additional Services Brief by 30 May 2014* CLOSED: Brief Published 2 June 2014.

5. Declaration of urgent business

None.

6. Chief Executive's Report

PB presented his report to the group. PB confirmed that since the move to the Home Office (HO) it has been business as usual for the GLA.

The GLA is contributing to the HO strategy on the Modern Slavery Bill. It is envisaged that this bill will be enacted prior to the standing down of the current parliament.

PB confirmed that the GLA will consider external conduct in consideration of whether a company is fit and proper to hold a licence in the regulated sector.

New action point 3: Circulate CEO's report.

New action point 4 - Circular emails from overseas companies marketing their services who are unlicensed should be sent to intelligence@gla.gis.gov.uk
New action point 4b

7.1 Earned Recognition and initial feedback on current survey

GLA is conducting a survey to establish what qualifications licence holders expect of individuals named on the licence. This might provide ideas about evidence of earned recognition that could be used by GLA to enable greater assurance and a lighter touch to those I p's.

Darryl Dixon (DD) updated the group on the results of the survey to date. 910 band C&D licence holders were issued. GLA has received 54 responses to date.

7.2 Licensing Standards failed since 2012 – verbal

The frequency of failure of licensing standards was discussed. DC proposed that as those standards with low incidents appear as not identified/examined by GLA staff should they be removed?

JG commented that if these standards were removed any future changes in the marketplace could see them return or increase.

PB confirmed that inspectors currently inspect against all licence standards

New action point 5 – Approach Sedex for anonymised trend data.

7.3 Stakeholder and licence holder surveys

GLA would be repeating the survey of licence holders and of other stakeholders seeking their views on GLA in November 2014. PB encouraged the group to participate fully in the survey.

8.1 Future Board Governance

The arrangements for the GLA Board are included in the statutory instrument. A new Board is to be recruited shortly which will consist of 8 independent members. This is in line with Cabinet Office policy and is included in the new statutory instrument which will come into force after the appointment of the Board. The statutory instrument states that there should be advisory committees to the Board. A Task & Finish Group looking at governance is to be held for on 17 09.14.

MB has been reappointed as Chair.

New action point 6 Any suggestions for the best model for consultative groups to support the new Board should be sent to MB who will use as part of the discussion at the Task & Finish Group.

8.2 Licence Fees and review of Licensing Standards update

The group noted Board Paper GLA43/13. Further work is being done by the GLA in reviewing the fees.

8.3 Review of the GLA Approach to Agency Worker Regulations

The group noted Board Paper GLA 42/14.

The GLA does not consider a change in its approach to AWR related matters is necessary. As with other issues covered by the licensing scheme, the GLA will continue to monitor the level of risk associated with AWR matters which are applicable to the GLA Licensing Standards. Should an increased level of risk be identified, the GLA will review its operational approach accordingly.

8.4 Report on Operation Novalis

The group noted Board Paper GLA 42/14 & Annex A. PB gave an overview of the report.

Following the end of the SAWs scheme the GLA adopted a proactive approach in advising farms against recruiting labour from unscrupulous and illegal Gangmasters or labour providers. Operation Novalis was the follow up to this approach and sought to assess the risk to workers following the abolishment of SAWs, no impact was found and was welcomed by the industry.

D Seegust asked what action had been taken regarding the best format for submitting Intelligence

New action 7 Follow up format for submitting Intelligence

8. Any other business

The Board have requested to Task & Finish Groups to be held at the Home Office on 17.09.14
10:00 - 12:00 Board Governance
13:00 - 15:00 Earned Recognition

Please inform Darryl Dixon if you wish to attend these meetings.

9. Date of next meeting

4 December, 2014 11:00 - Nottingham