



Gangmasters Licensing Authority

Compliance failures by standard May 2012 – 30 April 2015

Standard	Number of failures
1.1: Fit and Proper	73
1.2: Principal Authority Competency Test	54
1.3: Correcting Additional Licence Conditions	5
1.4: Changes in Details	15
2.1: PAYE, NI and VAT	32
2.2: Minimum Wage	28
2.3: Record keeping for statutory benefits	8
2.4: Payslips	6
3.1: Physical and mental mistreatment	1
3.2: Debt bondage	2
3.3: Withholding wages	16
4.1: Quality of accommodation	5
4.2: Licensing of accommodation	3
4.3: Where the worker works away from home	1
5.1: Rest periods, breaks and annual leave	6
5.2: Working hours	1
5.3: Right to belong to a trade union	0
5.4: Providing workers in industrial disputes	0
5.5: Confidentiality	2
5.6: Disciplinary and grievance procedures	4
5.7: Discrimination	0



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6.1: H&S assigning responsibility and assessing risk	17
6.2: H&S instruction and training	9
6.3: H&S safety at work	23
6.4: Transport	8
7.1: Job-finding fees and additional services	5
7.2: Right to work	4
7.3: Worker contracts and record keeping	26
7.4: Labour user contracts and record keeping	27
7.5: Restriction on charges to labour users (temp to perm fees)	4
8.1: Sub-contracting and using other labour providers	6
8.2: Records of dealing with other licence	0