



Gangmasters
Licensing Authority

GLA52/15 Stakeholder Engagement

18 January 2017

Board Paper Reference – GLA52/15 - Stakeholder Engagement

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 minutes of the

- Labour Provider/Labour User held on 23 November 2016. The minutes are attached at Annex A.
- Worker /NGO Liaison Group held on 1 November 2016. The minutes are attached at Annex B.

Minutes

Title of meeting Labour Provider and Labour User Liaison Group Meeting			
Date	23 November 2016	Time	11am
Venue	GLA, Nottingham		
Chair	Margaret Beels	Secretary	Angela Tilley
Attendees	Margaret Beels (MB)	GLA	
	Paul Broadbent (PB)	GLA	
	Neil Court (NC)	GLA	
	Darryl Dixon (DD)	GLA	
	Nicola Ray (NR)	GLA	
	Nick Langstaff (GLA)	GLA	
	Angela Tilley (AT)	GLA	
	Jane Bladon (JB)	Staffline	
	David Camp (DC)	Alliance HR/ ALP	
	Philip Campbell (PC)	REC	
	Sharon Cross(SC)	GS Marketing	
	John Devine (JD)	Response Recruitment Ltd	
	Gavin Dring (GD)	2 Sisters Food Group	
	Matthew Dunston (MD)	Cordant Group	
	Tom Easson (TE)	Ringlink	
	Jayne Garner (JG)		
	Sue Johns (SJ)	Butters Group	
	Cathy Lafferty (CL)	2 Sisters Food Group	
	Fergus Morgan (FM)	2 Sisters Food Group	
	Jackie Newman (JN)	P D Hook Poultry	
	Lee Osborne (LO)	NFU	
	David Segust (DS)	First Call Contract Services	
	Sian Thomas(STH)	Fresh Produce Consortium	
	Shayne Tyler (ST)	Manor Fresh	
Apologies	Ian Waterfield (IW)	GLA	
	Chris Hartfield (CH)	NFU	
	Claire Houchin (CHO)	BTF Partnership	
	Joanne Young (JY)	GI Group	
	John Hardman (JH)	Hops Labour Solutions	
	Jonathan Mason (JM)	AG Thames Group	
	Julie Giles (JG)	Staffing Group	
	Melville Miles (MM)	Freshtime	
	Terry Waite (TW)	Vital Recruitment	
	Rob Orme (RO)	Concordia	

1. **Introductions and Apologies**

Margaret Beels (MB) welcomed the group; apologies as above.

2. **Declarations of interest**

Sharon Cross, Tom Easson

3. **Minutes of previous meeting**

The minutes of the previous meeting were agreed.

4. **Action Schedule**

Actions from 8 September meeting:

1. *MH to circulate details of forthcoming University of Derby Training courses to the group – IN PROGRESS*
2. *NC to review LU Best Practise guidance and to incorporate move to GLAA with a draft to be circulated to group before next meeting – IN PROGRESS.*
3. *NC to forward current findings for non-compliance to Secretariat for distribution – CLOSED*
4. *DD to advise on how the GLA responds to supply chain pressure - CLOSED*
(This item will be included in NC document – ACTION POINT 2 refers)
5. *DC to forward Labour Supply chain Payment Charter to Secretariat for circulation to the group - CLOSED*
6. *JR – Venues to be identified to host future pop up events - CLOSED.*
7. *DD - statement to be put on GLA website advising workers there is currently no change to legislation post Brexit – CLOSED . – (ACTION POINT 1 – Secretariat to circulate link to website.)*
8. *The Group to consider the updated best practice guidance and any comments to be forwarded to CW by no later 17 June 2016 – CLOSED – no comments received.*
9. *CW to amend terms of reference – CLOSED*

5. **Declaration of urgent business**

ST asked for third party packing to be added to agenda – this will be discussed under AOB.

6. **Update from Chief Executive – PB**

Update on transition to GLAA

PB updated the group on the new powers coming into effect on 25 November 2016 in respect Labour Market Enforcement Undertakings and Labour Market Orders (LMEUs/LMEOs). PB advised that Nick Langstaff GLA Crime Operation Manager would give further information regarding these later in the meeting.

All other additional powers introduced in the Immigration Act 2016 will come into effect in the Spring, possibly April. These include powers under the Police and Criminal Evidence Act 1984 (PACE) to seize property/evidence when investigating allegations of labour abuse. The Gangmasters and Labour Abuse Authority (GLAA) will also be able to investigate allegations of labour abuse in all areas of UK businesses. HMRC's National Minimum Wage teams and the Employment Agency Standards (EAS) inspectorate have not been given the additional powers to investigate labour abuse. GLA staff had attended training in National Minimum Wage legislation in preparation for the future changes.

PB mentioned that although the GLAA would be able to investigate all allegations of labour abuse in the UK, these investigations would be governed by available resources within the GLAA.

DC asked for clarification regarding the powers that will be coming in. It was confirmed that GLA remit remains the same with the exception of the introduction of the LMEU/LMEO's that will come into effect on Friday 25 November 2016.

Strategic Threat Assessment.

PB advised there would be a bespoke strategic threat assessment which would cover the labour market. The assessment would identify what and where were the high risk areas. He also mentioned the example of hand car washes of which there were approximately 20,000 currently with a significant number of these being fronts for organised crime. This results in the workers at the car washes being vulnerable to exploitation. For instance not being paid/being underpaid and not having the correct Personal Protective Equipment (PPE).

He mentioned other high risk areas would require research. This research would then be submitted to the Director of Labour Market Enforcement.

A public version of the document will be made available in January.

Prime Ministers Task Force

PB updated the group on his invitation from Prime Minister Theresa May to join the task force formed to tackle modern day slavery in both the UK and overseas.

Matthew Taylor review.

PB mentioned he had also been appointed as a member of the panel led by Matthew Taylor which would be looking at the "gig" economy in the UK. The group will be looking at different business employment models to find out how the businesses operate in different labour markets. This group will be reporting to the Prime Minister.

PB invited members of the group to contact him if they had any ideas around this subject.

ACTION POINT 2 – Members to contact PB if any contributions to Matthew Taylor review.

MB mentioned that the nature of employment has undergone change with different contracts such as zero hours contracts being introduced in recent years. These should all be looked at.

DC said this had the potential to be the first full review of employment law since Margaret Thatcher was Prime Minister.

ACTION POINT 3 – **PB** invite Matthew Taylor to GLAA pop up events.

Performance and Insight

PB reported all targets were being met with the exception for National Referral Mechanism referrals where GLA referrals are down reflecting the fact that the police are now more active. The number of applications and compliance inspections were down in number in comparison to last year.

Appeals received remained low but there had been an increase in revocations. These revocations were for more complex issues around non-compliance to do with fit and proper, phoenixing, workers pay and entitlements.

Anti-Slavery Day

PB updated the group on anti-slavery day which was on 18 October 2016. Nine separate operations were carried out in the UK involving the GLA many of which were reported in the media.

LMEU's/LMEO's

Nick Langstaff GLA Crime Operations Manager introduced himself and gave an overview to the group of LMEU's/LMEO's. NL explained that for instance if unlicensed trading was identified during an application inspection the application would be suspended whilst the criminal investigation was conducted. If it was minor criminality there would now be the option not to prosecute but to seek an LMEU. The undertaking would be for instance for the business not to trade in GLA sectors until they had been granted a licence. If they complied the undertaking would then be removed. Where a person or business does not agree to a LMEU within 14 days then the enforcing authority can apply to a court for a Labour Market Enforcement Order (LMEO) to require the person or business to comply. If a LMEO is not complied with the person or business can be investigated and prosecuted for the offence of failing to comply with a LMEO. When the undertaking was in place there would need to be some monitoring to ensure the undertaking was being complied with.

In cases of unlicensed trading that were more serious, the file would be submitted by him to CPS for consideration for prosecution and, if in public interest, the case

would proceed to prosecution. If convicted the court would have the option of applying an LMEO.

NL advised that a Labour User who would also have committed an offence of using an unlicensed gangmaster could also be dealt with by way of a LMEU depending on the severity of the offence.

The full details of how LMEU/LMEO's would be monitored were still being finalised.

MB clarified that to be able to impose LMEU/LMEO that it had to be what was known as a 'trigger offence'. A trigger offence is;

An offence under the Gangmasters (Licensing) Act 2004 (the Act)

An offence under the National Minimum Wage Act 1998

An offence under the Employment Agencies Act 1973 (except section 9(4)(b))

DD clarified that LMEU's and LMEO's cannot be used as sanctions for breaches of Licensing Standards.

NL advised that undertakings could remain in force for a period of up to two years. He also gave information about combined LMEU's/LMEO's. These can be used when a combination of trigger offences in other areas including NMW or EAS are identified, however only the GLAA have the power to seek combination LMEU/LMEO's.

The LMEU's and LMEO's are restricted to England and Wales.

PB said there will be a code of practise on GOV.UK website and suggested a link to this could be circulated to the group. DD also advised there will also be a forthcoming GLA brief which will give further information in respect of LMEU's and LMEO's. (Note – Now issued as GLA Brief 50)

ACTION POINT 4 – Secretariat to circulate website link to Code of Practice.

7. GLA – GLAA and Labour Market Enforcement update – MB

MB updated the group on the transition to GLAA. Work was currently being progressed to move from Defra IT to the Home Office Platform. This covered both the office systems, telephony and GLA specific applications, and included replacement of the LAWS licensing system which was outdated and inflexible. The new licensing system would include a capability to implement changes to how licensing operated. The views of licensees were being sought. Some of the group may have been contacted by Mark Heath (MH) who was overseeing this project for their views. If anyone from the group was interested in joining the group to speak to her at the end of the meeting.

She advised that currently there had still been no appointment of the Labour Market Enforcement Director and no date had been set as to when the appointment would be made.

7.1 GLAA powers in Scotland and Northern Ireland – DC/DD

DD reported that current GLA powers would still apply in Scotland and Northern Ireland. Combined undertakings will only be able to be imposed in England and Wales as the Police and Criminal Evidence Act only applies in England and Wales.

He also advised that GLA undertakings could be imposed in Scotland, but only for Gangmaster Licensing Act offences. No undertakings could be imposed in Northern Ireland due to how the legislation was written at this point, however Schedule 3 of the Act gives provision for future expansion or reduction of powers.

The Modern Slavery Act 2015 does not apply in Scotland, which has its own anti-slavery legislation.

7.2 Board Strategy update to address new remit – DC/MB

MB reported that the GLA Board had a strategy meeting in September. A draft GLAA three year strategy paper would be presented to the board in January for sign off. The Chief of Staff for the Director of LME had attended the September meeting.

7.3 How will GLAA ensure fair regulatory principles with regard to its increased powers. - DC/DD

DD explained that the increased powers would be well managed. This was because with the granting of the new powers the GLAA would be open to legal challenges and complaints referred to the Independent Police Complaints Commission (IPCC).

He also explained that with the undertakings there would also be an element of negotiation in some cases to reach agreements. With regard to LMEO's it would be the courts that would make the decision whether these would be imposed and there would be the availability to appeal court decisions. All decisions for prosecution/ LMEU's would be made on a proportionate basis.

PB said that the civil powers granted to the GLA had in the past worked well with revocation process. Under the new LMEU powers, files would be submitted to CPS for consideration for prosecution and if in the public interest they would make the decision to either prosecute or not prosecute. Use of the new powers would attract also scrutiny from the Independent Police Complaints Commission.

8. Compliance Update – NC

NC updated the group.

Currently 988 licence holders, 25 on- going applications, and 46 Compliance inspections on-going.

General non-compliance is in respect of:

- Increase in workers being classed as self employed
- Workers set up as businesses with Labour Providers using umbrella companies to avoid tax
- Holiday pay not being paid
- Risk Assessments not taking place/being adhered to
- Personal Protective Equipment (PPE) not being provided or workers being charged for PPE
- Transport being provided with issues regarding insurance, drivers hours, designated drivers not being paid.
- Failure to declare sub-contracting by LP
- A two tier system being run one for GLA workers and one for non GLA workers.
- Workers giving lifts and charging excessive fares

Issues have also been identified with the Romanian Labour Inspectorate requesting agreements must be issued in Romanian to comply with Romanian Law. This has led to some LU's refusing to sign agreements as they were not aware of the terms of the agreement they were being asked to sign.

ST asked what could be done if LU refused to sign the agreement. He was advised to request the LU go back to the Romanian Labour Inspectorate (RLI) to discuss. DD advised he would also look into this.

ACTION Point 4 - DD to investigate RLI agreement requirements

NC also mentioned that the ALP and REC were resources available to assist Labour Providers with enquiries.

LP/LU Best Practise Guidance update

NC also updated on the group on the progress of the LP/LU Best Practise Guidance. He advised the guidance was now out of date and needed a complete revision. He had been researching other countries. In particular a Danish publication Managing Risks of Hidden Force Labour was a good risk assessment document and he would like to develop this model to be GLA and Retailer specific.

He said he would like the group to assist with the development of the document and asked if anyone was interested or had any ideas to get in contact with him. He said the author of the document would be prepared to meet up with the GLA to assist with the development of the guidance. The aim is to complete the document by April 2017.

8.1 Applications Inspections Progress

NR updated the group on progress of application inspections. She advised that it had been raised at the last Board meeting about applications taking longer to be determined. She said that currently the factors having an impact on time taken to determine applications were several.

She had looked at the applications that were over the 70 days in total. In some cases a delay would be due to delays waiting for completion of other government department checks, which were scheduled for 14 days completion. The delay was often waiting for responses from police forces that had to do manual checks. After completion of checks the application would be tasked out to NC for inspection. She had looked at the time to process after completion of checks and the report being completed. The average time for completion of this process was 27 working days. The report would be reviewed by NC before submission to Licensing. The process of reviewing the report and making a licence decision was taking on average 13 working days.

Factors that can delay a decision being made usually arise from issues identified at the inspection. These can be where there has been phoenixing of companies, the Principal Authority not declaring convictions, VAT fraud, HMRC debt, work finding fees for overseas agencies and travel and subsistence issues. In these cases where the GLA may be looking at refusal we need to ensure that we have all the relevant information required to make a robust and proportionate decision. In these cases we may need to write to the applicants, other agencies or solicitors which can extend the time taken to make the determination.

8.2 Update on Licence Decision policy amended August 2016 – DC/NR

NR reported that the policy had been re-branded and had been updated to include Interim Licence Decisions.

9. Generalised Intelligence Sharing - Group.

ST mentioned the shortage of labour was leading to LP's having to subcontract to other LP's in order that they could fulfil contracts. Also said there were a lower number of workers coming in to UK. He also predicted a shortfall of labour next season.

STH mentioned the Food and Drink Federation were to raise with central government concerns over the impact of Brexit plans.

DS said that he had on occasions he had to contact other LP for assistance with workers due to shortage of labour.

JG said in general gangs of workers from overseas had increased and they were now migrating from one area to another.

NC said the NFU had requested a return of Seasonal Agricultural Workers Scheme (SAWS) for workers outside of the EU. They had met with the Home Office to discuss a pilot for this but had no guarantees of implementation.

JB mentioned concerns regarding 'recommenders'- infiltrating smaller businesses and providing workers who had been trafficked.

JG said this was possibly because the Immigration Enforcement Service was not as active now as in previous years.

MB mentioned that GLA had links with the Immigration Enforcement Service and that people who attended pop up seminars would have the opportunity to engage with Immigration Enforcement Service staff who were booked to attend.

10. Items for Discussion

10.1 NGO - Worker Liaison group report – MB

MB attended the group meeting on 1 November 2016. They discussed Modern Slavery Day and Immigration Act and how illegal workers will often not report incidences of exploitation notably when they were uncertain of the immigration status. MB also had referred the group to a review being undertaken by the Select Committee on BEIS about following the Sports Direct case. The committee will look at the changing nature of work, low pay issues, agency workers, 'gig' economy status and employment status. They will be looking at whether employment law needs to be changed. The select committee has issued an open invitation for evidence that may assist with their enquiries.

ACTION POINT 5 – Secretariat to circulate link to call for evidence.

MB also said that the Citizens Advice Bureau was conducting a pilot regarding safeguarding vulnerable people including workers.

There was a presentation to the group of Operation Triage which gave an insight into the work of the GLA. It also gave awareness around issues for witnesses and victim protection.

FM mentioned a case mentioned to him by the Fisheries Union of police arresting the captain and illegal workers on a vessel. He said that the arrest was not handled in a good way with the workers not being given protection.

PB said he would try to find out further details of the case.

ACTION POINT 6 – **PB** to investigate circumstances of case

10.2 Any Other Business

FPC consultation on developing industry guidance on provision of caravan accommodation for temporary workers in UK - STH

STH said that the FPC had launched a consultation with a view to producing industry guidance regarding caravan accommodation for temporary workers in UK. The aim is to produce information to ensure good practise, but she emphasised it would not be a standard for audit. She said they wanted feedback and

contributions and if anyone had not been contacted previously regarding this they could e mail her. Contributions would need to be submitted by 2 January 2017.

ACTION POINT 7 – Group to forward suggestions or ideas on guidance regarding temporary caravan accommodation.

10.3 Discussion on impact of bankruptcy amongst food companies on workers' wages - DC

DC reported that if a company went into administration the agency workers would not be seen as creditors of the company. This can result in LP not being able to pay workers. He asked if anything could be done about the situation. He said that these situations were becoming more prevalent. **DD** said he would give consideration to this query to see if any action can be taken in these cases.

ACTION POINT 8 – **DD** to investigate bankruptcy effect on workers' wages.

ST wished to discuss third party packaging and the requirements for a licence for this sector.

It was agreed that this topic would be discussed outside of the meeting. Following this discussion **STH** agreed to compile a list of examples of third party packing by end of year for distribution to the group.

ACTION POINT 9 – **STH** to compile examples of third party packaging by end of year.

11. Date of Next Meeting

15 February 2017

Draft Minutes

Title of meeting **Worker/NGO Liaison Group**

Date	1 November 2016	Time	11.30am
Venue	Home office	Secretary	Linda Boyle
Chair	Linda Dickens	Support	Linda Boyle/Jane Riley

Attendees

Linda Dickens, Board Member – Chair (LD)
 Andrew Wallis - Unseen UK (AWa)
 Barckley Sumner, UCATT
 Bridget Henderson - Unite (BH)
 David Carrigan - Citizens Advice (DC)
 James Tullett,- Migrant Help (JT)
 Kasia Zagrodniczek - Eastern European Advice Centre (KZ)
 Steve Kemp, GMB (SK)
 Sally Brett - TUC (SB)
 Yvonne Hall - Palm Cove Society (YH)
 Carolina Gotterdo (Latin American Women’s Rights. (CG)
 Margaret Beels, Chair GLA (MB)
 Paul Broadbent, CEO GLA (PB)
 Linda Boyle, Enforcement Officer, GLA (LB)

Apologies

David Dickens -The Fishermen’s Mission (DD)
 David Gill – USDAW (DG)
 Andrew Wileman , Salvation Army (AW)
 Patricia Stapleton - Focus on Labour Exploitation (CR)
 Diana Holland UNITE

1.	Welcome and introductions Professor Linda Dickens welcomed attendees to the fifth meeting of the Worker/NGO Liaison Group. Attendees introduced themselves.
2.	Apologies See above.
3.	Minutes of the previous meeting The minutes of the meeting held on 9 August 2016 were agreed.

<p>4.</p>	<p>Actions arising from previous meeting</p> <p>a. Members to forward Jane Riley details of any new contacts for inclusion on the contacts database. Ongoing</p> <p>b. PB to circulate dates/regions of Pop Up Events: Details Circulated. Item closed.</p> <p>c. SB had attended the LU/LP Liaison group in September and had obtained value from attending. It is the intention for SB to continue to observe the work of the GLAA. Ongoing</p> <p>d. PS to share Flex survey questions with the group. The Chair requested that Jane Riley directly request the questions offered by Flex and circulate it amongst this group so that any survey they were undertaking could include the same questions if appropriate. PB explained that the GLA is currently building a survey aimed at workers and it is the GLA's intention to consult with Unions before it is circulated. The GLA would also like to seek assistance from the group in distributing the survey to workers. PB confirmed that some of the questions would be the same/similar to those in the Liverpool survey several years ago. The survey will be undertaken in March 2017 and will take place every 12 months. The March 2017 survey will produce a baseline for GLAA to work from going forward.</p> <p>New action: JR to obtain and distribute FLEX questions to the group.</p> <p>e. BH had contacted her Belgian/Dutch Colleagues re logistics and warehousing but had not yet received a response. Any information gleaned in the future will be shared with the group. Closed</p> <p>f. PB to provide short awareness raising information about GLAA to DG for inclusion in USDAW magazine. This information will be available for other union and NGO communications Ongoing</p> <p>g. MB provided an update regarding the revision of licensing standards developments. It was noted that the position had not changed since the last meeting and the GLA is still awaiting direction from the Home Office. Ongoing</p>
<p>5.</p>	<p>Anti-Slavery Day</p> <p>JT provided an overview of the events that Migrant Help were involved in over Modern Slavery week. They participated in between 15 – 20 media events. At the exhibitions they collected around 100 names and contact details of persons who were interested in the work they did. The impact of their activity was hard to measure.</p> <p>AW stated that the 'soft' launch of the Modern Slavery helpline saw 2 - 3 calls to NSPCC and 80 calls to the helpline from either victims or persons supporting victims.</p> <p>PB stated that his view is that every day is an Anti-Slavery Day. The GLA assisted 11 forces with 9 overt operations and 2 covert operations. He had attended key events that included the Trafficking Foundation Media Awards, Forced Labour Workshop and Border Force events with the Anti-Slavery Commissioner.</p>

6. Update on GLA – GLAA Transition

PB explained the set-up of the new Prime Minister's Task Force of which PB would be a member of the core group.

On 25 November 2016 some of the new GLA powers will come into force. The GLA(A) will be given the power to seek Labour Market Enforcement Undertakings and Labour Market Enforcement Orders. PB gave an overview of how the powers will enhance the current system within the licensing procedures of issuing additional licensing conditions (ALC's) and that failure to comply may result in prosecution. He confirmed that training of staff to issue the improvement and undertakings procedures would be completed by the time the new powers came into force.

He further explained that the main launch of the change to becoming the GLAA will take place in Spring 2017 when GLAA gets its new powers. He reminded the group that the new powers under Modern Slavery and PACE will enable the GLAA to pursue prosecutions under the Modern Slavery Act and give LAPOs greater search and seizure powers. PB confirmed that information on the new powers would be added to the GLA website.

PB reminded the group that the new powers will be applicable only in England and Wales. Discussion is taking place with Scotland and Northern Ireland as to whether additional powers will be required in those areas. This will mean that Modern Slavery will only be investigated by GLAA in England and Wales. In other areas the cases will be referred to the Police.

PB stated that the NCA are currently developing a Strategic Threat Assessment on the Labour Market which the GLA(A) will build upon. The Director of Labour Market Enforcement is likely to be announced in November and is expected to start in the role as soon as possible.

A discussion took place as to whether the GLA had made a bid for an increase in budget to enable further staff to be recruited. PB explained that once the strategic assessment had been completed, that would drive what resources would be required and then a reflective budget could be applied for.

PB confirmed that the GLA threat assessment profile will be shared with the group in a sanitized format as it takes shape to seek input. He provided an overview of the sectors identified to date. He confirmed that there are a number of intelligence gaps that will need filling in the next 12 months.

PB gave an overview of the National Modern Slavery Threat Group that he sits on. He explained that the Home Office enforcement bodies tend to focus upon PURSUE within the 4Ps of the Modern Slavery Strategy whereas the GLA and organisations around the table focus on PREVENT and PROTECT.

LD stated that the GLA Board was pleased that the GLA had been recognised as part of the core group within the newly created Prime Ministerial Task Force.

New actions

- New powers to be added to the GLA website. PB to circulate a sanitized version of the draft threat assessment to members of the group for comment.

<p>7.</p>	<p>Information Sharing</p> <p>JT gave an overview of the work that the Human Trafficking Foundation was doing in respect of data collection. He stated that sub-contractors within supply chains of companies covered by the MSA supply chain hold a wealth of data and that he had been working with the GLA to establish what information would be considered useful.</p> <p>PB explained that the Police had been given £8.5 million which was being used to create JSTAC (Joint Strategic Trafficking Analysis Centre.) JSTAC will be writing to organisations for specific information and then once the information is fed back they may ask for additional information. This should reduce the multiple requests for data.</p>
<p>8.</p>	<p>GLA Approach to Illegal Working</p> <p>A discussion was held regarding the approach to illegal working.</p>
<p>9.</p>	<p>Implications of Brexit</p> <p>No issues were raised.</p>
<p>10.</p>	<p>Labour Provider/Labour User Liaison Group Report</p> <p>MB explained that she chaired this group and she provided an overview of areas of discussion. She stated that from the last meeting there were concerns aired on the shortage of labour and that sick pay and holiday pay were seen as high risk areas for breaches of the licensing standards.</p> <p>Attendees thought that it would be useful for the two groups to get together at some point – perhaps around a topic of mutual interest to both groups where the insights of one group could inform the other.</p> <p>LD proposed that going forward the minutes from both meetings be shared; and that attention be given to arranging some joint gathering identifying common themes.</p> <p>New Actions:</p> <ul style="list-style-type: none"> • JR to provide LU/LP liaison group minutes with papers for future meetings of this group. • Arrange for both groups to meet in Nottingham to discuss common themes.
<p>11.</p>	<p>Worker Exploitation</p> <p>a. Current Data & Trends</p> <p>A discussion took place regarding recent cases pursued by the Trade Unions (Sports Direct, ASOS, Uber) relating to false self-employment and labour exploitation.</p> <p>MB provided details of a Select Committee review that is calling for evidence on the ‘Rights of Workers’. Oral evidence will be given in 2017. She explained that the review is wide ranging, the details for which are on the BEIS website and the link would be circulated to members after the meeting.</p>

	<p>MB gave an overview of the Matthew Taylor Review that is looking at new working practices and whether employment Law is fit for purpose.</p> <p>SB indicated that the TUC was going to revisit the issue of ‘vulnerable workers’ updating an inquiry it conducted some years ago.</p>
11.	<p>b) Ascertaining worker experience</p> <p>DC gave an overview of the work being carried out by Citizens Advice who are undertaking a pilot to improve safeguarding of vulnerable people (ASK). Staff proactively ask questions where safeguarding is identified as a potential issue. They have seen a 40% increase in cases being identified. The GLA is currently working with Citizens Advice to establish if this approach can be adopted for worker exploitation/forced labour.</p> <p>A discussion took place around pensions and whether workers were being put off from joining pension schemes.</p> <p>New action:</p> <ul style="list-style-type: none"> • JR to circulate the link on the BEIS website to the Select Committee review regarding rights of workers.
12.	<p>CEO Quarterly Report and Performance & Insight Report</p> <p>PB gave an overview of the quarterly report that had not yet been presented to the Board. A discussion took place regarding the GLA performance.</p> <p>LB provided an overview of Op Triage and the recent convictions of a Czech Republic Crime Group who were sentenced to a total of 20 years imprisonment of trafficking, forced labour and illegal supply of labour with the case starting from GLA intelligence. This indicated the time-consuming and complex nature of some cases.</p> <p>LD asked if there was an opportunity to increase the fee for the Derby Training. PB explained that the GLA could only recover their costs.</p> <p>PB stated that Darryl Dixon is currently working with international partners, exploring whether ‘work finding’ fees can be reviewed by member states.</p> <p>PB stated that a GLAA stakeholders communications plan was being drawn up and this would be shared with members of the group for comment as soon as possible.</p> <p>New action</p> <ul style="list-style-type: none"> • PB to share the GLAA stakeholder communications plan with the group for comment.
13.	<p>Any Other Business</p> <p>None</p>
	<p>Date of next meeting - 2 March 2017, 11:30, 2 Marsham Street, London</p>

