



CEO's Quarterly Report

June 2017

News

New powers, new remit, new era

The GLAA was able to begin performing its enhanced role when its additional powers came into effect on 1 May. These new powers - to investigate modern slavery, national minimum wage and employment agency act offences together with being able to search and seize evidence more effectively - were used immediately. A man was arrested in Suffolk on suspicion of offences under the Modern Slavery Act. A total of 26 more arrests followed in the first two months of the new regime.

In joint operations with police in Cumbria and Dyfed-Powys, fifteen people were arrested on suspicion of crimes under the Gangmasters (Licensing) Act and/or the Modern Slavery Act. In the same period, GLAA officers rescued no less than 76 Potential Victims of Trafficking. The GLAA is currently involved in more than 40 other ongoing criminal investigations so more results are expected to be added to these totals in near future.

ALP Survey

The GLAA was endorsed in an independent survey by The Association of Labour Providers (ALP) when 96% of those questioned said they were in favour of the industry regulator. In another category, 86% of respondents said they believed the organisation was doing a good job. Every result gathered showed an improvement when compared with identical questions asked in a similar survey in 2015. Other headline figures include 80% of respondents saying they thought the GLAA had reduced fraud and illegal activity while 88% said the GLAA licensing system had improved conditions for workers.

Full survey results – (2015 results in brackets)

Numbers who:

Are in favour of gangmaster licensing – **96%** (93%)

Think the GLAA is doing a good job – **86%** (73%)

Believe the GLAA has created a more level playing field for competition – **69%** (67%)

Believe the GLAA has reduced fraud/illegal activity – **80%** (79%)

Think the GLAA has improved conditions for workers – **88%** (79%)

Agree that the service from the GLAA is professional – **84%** (77%)

IPCC's remit extended to Gangmasters and Labour Abuse Authority

The use of new policing powers by the GLAA under the Police and Criminal Evidence Act (PACE) means that any work done using those powers will need to be scrutinised. To cover this, the remit of the Independent Police Complaints Committee (IPCC) has been extended to oversee those GLAA officers authorised to use PACE powers. The IPCC will ensure independent oversight of complaints, conduct matters and serious incidents involving such officers.

IT transition back on track

The IT transition is now gathering pace following the Home Office's department-wide freeze on the build of the new Windows 10 laptops. Work has recommenced and the GLAA will receive five new test laptops to allow checks to be made on remote access required by home-based officers. Discussions with HO colleagues with regard to the resources they have available to assist with the handover of laptops are taking place and the hope is that the programme to receive new laptops will commence in November.

After a protracted tendering process, a proposal has been submitted to the Government Digital Service in relation to the GLAA's preferred supplier to create a new licensing database system. GDS was due to consider this submission on 10 July with a decision expected soon after. It promises to be a hectic few months to build and test the new system but a replacement for LAWS is long overdue.

Events

- **A recent** event at Warwick Business School saw a number of academics discuss current research into labour exploitation in the UK. Hosted by GLAA board member Professor Linda Dickens, the GLAA chair and chief executive were also joined by the recently-appointed Director of Labour Market Enforcement, Professor Sir David Metcalf, for the full-day event. Topics up for discussion included vulnerable workers and forms of employment while the director outlined how his strategy will seek to tackle the issues.
- **Chief** Executive Paul Broadbent was invited to the British Embassy in Paris in April to attend international talks on The Fight against Modern Slavery with European diplomats. He was joined by the UK's Independent Anti-Slavery Commissioner, Kevin Hyland OBE, British Ambassador to France Lord Edward Llewellyn and Michele Ramis from France's Ministry of Foreign Affairs.
- **International** delegates from Europe and Central Asia assembled in Budapest at the end of June for the Alliance 8.7 Conference. The unusual numerical title refers to the target objective from the United Nations' Sustainable Development Goal 8.7 – a promise to fight to eradicate forced labour and end modern slavery and trafficking for the next 15 years. GLAA Chief Executive presented a session on 'Supply chain initiatives on fair recruitment and prevention and mitigation of exploitation' during the two-day event.

Licensing and Legal

Landlord receives eight years imprisonment

A Nottingham landlord was sentenced to eight years in prison after pleading guilty to a number of modern slavery and fraud offences. Sajmon Brzezinski admitted human trafficking, two counts of forced labour and fraud at Nottingham Crown Court in June.

On sentencing, Judge Stuart Rafferty QC said: "By your persistent criminal activities you have degraded the lives of two men who were not strangers to you, which in some ways makes what you did even more reprehensible. You knew each of them to be vulnerable and were prepared to prey on their weaknesses."

Brzezinski was also given a Slavery and Trafficking Prevention Order to stop him from committing any similar offences in the future.

The court heard how the 43-year-old had trafficked a vulnerable man to the city and forced him to work to fund his lavish lifestyle. He'd also tricked a second vulnerable man - who considered himself a member of the defendant's family after being taken in from an orphanage - into handing over most of the money he earned.

Both of the men were employed through an agency and worked full time in warehousing and on a local farm earning between £200 and £400 per week. But they were given allowances of just £20-£30 a week to buy food and clothes. Meanwhile, Brzezinski's home in Poland was described as 'a palace with 50 windows'. He also owned more than five cars and four properties in Nottingham - despite not having worked for the last five years.

An investigation was launched after a co-worker reported concerns about the wellbeing of one of the victims to the Gangmasters and Labour Abuse Authority. Worker interviews were conducted and the victims were quickly placed in the National Referral Mechanism for Potential Victims of Trafficking. The GLAA alerted Nottinghamshire Police to the case and an investigation followed with assistance from the National Crime Agency and Nottingham City Council.

Judge Rafferty also told the court that the men's lives had changed dramatically since they had been freed from the clutches of Brzezinski saying one of the workers said he 'feels like a new-born'."

After passing sentence the judge also commended the work of investigating officers DC Claire Reilly and Mary Gaskin of the GLAA, stating: "Their labours in this case went over and beyond."

Prosecuted Somerset businesswoman ignored repeated warnings

Magistrates in Yeovil imposed fines totalling £4,000 after a Somerset businesswoman admitted supplying workers to a fish processing plant without a GLAA licence. Alison Andrews, of Taunton, pleaded guilty to an offence of unlicensed labour supply under the Gangmasters (Licensing) Act and also to an identical charge committed by her business ASAP Recruitment Ltd, of Bridgewater. The offences occurred when supplying workers to a fish factory in Devon in the early months of 2015. Andrews, aged 43, a director of ASAP Recruitment, was fined £1,000 and ordered to pay a £100 Victim Surcharge as well as £85 contribution towards costs. Her business, ASAP Recruitment, received an additional fine

of £3,000 plus a £120 Victim Surcharge and was asked for a further contribution of £85 towards costs.

The court was told that Andrews was fully aware of the requirement to hold a GLAA licence to supply labour for temporary processing roles in the UK fresh produce sector. Both Andrews and businesses at which she had been a director had been given formal warnings by the Gangmasters and Labour Abuse Authority, (then operating as the GLA) on three previous occasions.

Two charged in Leicester

A man and a woman from Leicester have appeared in court charged with the unlicensed supply of workers into food processing factories. Sabia Gaina, aged 24, and Badar Hayat, aged 42, were arrested at separate addresses in the city during a joint operation by the GLAA and Leicestershire Police. They have now each been charged with an offence under the Gangmasters (Licensing) Act and are due to appear before Leicester Crown Court on 12 July.

Media Coverage

Gangmaster fined for acting above law – prosecution of Alison Andrews for unlicensed supply was covered in trade and local media in Somerset.

Landlord who preyed on vulnerable jailed for eight years – coverage of Brzezinski sentence appeared widely in local written press and on BBC East Midlands Today.

GLAA and Crimestoppers join forces – news of the joint campaign was picked up in some recruitment trade titles.

GLAA launch – was covered in Suffolk local press and some trade titles.

A separate media report covering social media and other activities is now provided

Operational Statistics

CEO Quarterly Report Statistics Summary 2017-18				
Quarterly totals	Q1	Q2	Q3	Q4
Als (tasked)	37			
CIs (tasked)	17			
New Licences issued	25			
Licences refused	5			
Licences renewed	261			
Revocation with IE	1			
Revocation w/o IE	4			
Money recovered- cases	10			
Amount Recovered	£83,225			

Workers Assisted - Results

- Workers subjected to exploitation/abuse: 326
 - Physical 4
 - Mental - 0
 - Financial 322
 - Transport 0
 - Accommodation 0
- Workers protected by refusal/revocation: 412
- Workers employed by businesses inspected:
 - Inside sector 4,104
 - Outside sector 6,442

Current position as at 4 July 2018:

- Number of GLA Licences - 987
- Total ongoing investigations - 98
- Ongoing investigations (criminal) - 44
- Offenders pending trial - 6
- Indictments pending trial - 18

Human Resources

Recruitment

Increasing staffing levels continues in order to meet the requirements presented by the GLAA's extended role and remit. In the past quarter the organisation has welcomed 21 new permanent employees, 16 of whom have already completed a rigorous induction and training programme.

All but three of these are front-line operational staff with half being investigators authorised to use the GLAA's new PACE powers. A number of external agencies assisted with training the new recruits including the National Minimum Wage Unit and Employment Agency Standards Inspectorate – the GLAA's contemporaries that also sit under the control of the Director of Labour Market Enforcement.

Those other new additions that are yet to be inducted will go through the same programme in September.

Freedom of Information Requests

The GLA received 9 requests under the Freedom of Information Act during the first quarter of 2017-18. All were responded to in the prescribed 20 working day period.

2016-17	FOI Totals	Subjects				
Quarter		Capital budget	Staffing & salaries	Licensing	Operations and tactics	IT
Apr - Jun	9	1	3	2	1	2
Total	9	1	3	2	1	2

Subjects covered in this quarter's FOI requests

- Cyber security / cyber attacks
- Postcodes and nature of business for licence holders
- Names and addresses for various senior managers.
- GLAA's use of the Investigatory Powers Act.
- Payments to celebrities.
- Use of umbrella companies, recruitment agencies.
- Inspection reports relating to treatment of named worker.

Parliamentary Questions

2017-18	PQ Totals	Subjects				
Quarter		Finance	Operational	Powers	Staffing	Board
Apr - Jun	0	0	0	0	0	0
Total	0	0	0	0	0	0

Presentations delivered by senior GLAA officers

Association of Labour Providers Annual Roadshows
Employment Practices Review regional stakeholder meetings
Investors Forum – London
Westminster Briefing – Tackling Slavery in the UK
Derby University Institute of Criminology
Modern Slavery National Law Enforcement Fora
Unchosen – Stay Safe from Slavery Conference – Nottingham – Darryl Dixon
Retail Technical Directors Dinner
Trades Union Congress Enforcement Briefing

Health & Safety Issues (RIDDOR)

None to report in this period.