



Gangmasters
Licensing Authority

GLA42/20 Liaison Group Update

16 July 2014

Board Paper Reference – GLA42/20 - 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 07 May, 2014. The minutes are attached at Annex A.

Annex A

Minutes

Title of meeting	Labour Provider and Labour User Liaison Group Meeting		
Date	7 May 2014	Time	11am
Venue	GLA, Nottingham		
Chair	Margaret McKinlay, GLA	Secretary	David Nix, GLA
Attendees	Paul Broadbent, GLA (first half of the meeting) Mark Heath, GLA Charlotte Wilson, GLA Terry Waite Fergus Morgan Gavin Dring Jane Bladon Tom Easson Tony Boorman Rob Orme Joanne Young Shayne Tyler	Jayne Garner Sue Johns Sharon Cross Victoria O'Brien Ben Farber David Camp David Segust Hayley Campbell-Gibbons Guy Poskitt Jane Fielden Sian Thomas	
Apologies	Chris Gorton Jon Tugwell Julie Giles Matthew Pearl Nigel Stabler		

1. Introductions

Margaret McKinlay ("MM") welcomed the group.

2. Declarations of Interest

None

3. Minutes of Previous Meetings

Sian Thomas was added as an attendee for the meeting.

4. Action Schedule

Actions from 13 February 2014 meeting:

1. *External review of the GLA complaints process* IN PROGRESS: Paul Broadbent ("PB") confirmed a police officer previously responsible for professional standards in Nottinghamshire Police had been invited to review the effectiveness of GLA's complaints policy and procedures. PB stated the review's findings would be circulated to the Group.

New action 1: Review of the GLA complaints process to be circulated to the Group when available.

2. *GLA Facebook and Twitter details to be circulated to the Group* CLOSED: details emailed to the Group on 13 February 2014.
3. *PB to discuss with Hayley Campbell-Gibbons and Shayne Tyler ("ST") the idea of meetings with labour users around the UK* IN PROGRESS: two pilot meetings to be arranged. David Camp ("DC") said it was important for the Food and Drink Federation to be involved in order to engage the major brands.

New action 2: GLA to contact the Food and Drink Federation to explore the possibility of labour user events.

4. *Group to provide further comments on Who Needs a Licence guidance by 28 February 2014* CLOSED: delay in publication due to capacity of Defra Legal to review the final draft. GLA will now publish the guidance as soon as possible.

New action 3: GLA to issue the Who Needs a Licence guidance by 16 May 2014.

5. *Group to provide further comments by 21 February 2014 on draft guidance on charging fees* CLOSED: draft brief on the agenda for discussion.
6. *Group to provide any further comments on a possible new model for the GLA Board and Liaison Group by 28 February 2014* CLOSED.

5. Declarations of Urgent Business

None

6. Chief Executive's Report

PB presented his report to the group. PB also referred to the GLA's recent transfer to the Home Office and confirmed that the Authority's day-to-day work was unaffected. MM referred to the development of the Modern Slavery Bill and overlap with GLA matters.

PB explained that Karen Bradley, Home Office Minister for Modern Slavery and Organised Crime, is seeking to establish a Modern Slavery Action Plan with non-legislative options. PB invited the Group to submit ideas to be presented to the Home Office. He also stated he would circulate Home Office contact details so representations could be made directly.

New action 4: the Group to provide non-legislative options to tackle modern slavery.

New action 5: GLA to circulate Home Office contact details so representations on non-legislative ideas can be submitted directly.

The Group discussed the potential implications of moving to the Home Office. DC commented that it was important the food industry made clear to the Home Office the success of licensing in raising standards.

PB referred to the recent Operation Novalis and the visits to farms previously supplied with Seasonal Agricultural Workers Scheme ("SAWS") workers. The Group commented that it was still too early to determine the long term impact of the end of SAWS.

PB confirmed the GLA was in the process of recruiting a new Senior Investigating Officer and two Enforcement Officers.

PB referred to the GLA's objectives for 2013/14 being achieved.

New action 6: a declassified version of the end of year Performance and Insight report to be circulated to the Group.

7. Items for Discussion

7.1 Review of the Licensing Standards

David Nix ("DN") explained the Licensing Standards were to be reviewed during 2014-15. A draft consultation paper would be presented to the GLA Board meeting on 16 July 2014. A consultation period will then run over the summer with the findings being presented to the GLA Board. Any changes to the Licensing Standards are planned to be introduced in April 2015.

The Group were invited to offer ideas for changes to the Standards to inform the writing of the consultation document.

New action 7: the Group to provide comments on possible amendments to the Licensing Standards by 30 May 2014.

New action 8: DN to circulate data on Standards breached in the last 3 years.

7.2 GLA Prevention Plan

Mark Heath ("MH") presented the paper and invited the Group to recommend ways for industry to support and deliver the plan, including whether anything could be added. MH confirmed the plan would be delivered within existing budgets. ST commented industry might willing to fund measures if their value could be demonstrated.

New action 9: the Group to provide suggestions on delivering the Prevention Plan to MH.

7.3 Draft Worker Survey

DN explained this was a first draft of a possible survey of workers. DN commented the survey as drafted was focused on a worker's experience of living and working in the UK. However, an alternative approach could be to ask questions to determine satisfaction with the GLA.

The Group agreed further work was needed to clarify the purpose of the survey. The Group also commented that the questions were too complicated.

The Group were invited to offer comments on the scope of the survey and possible questions.

New action 10: the Group to provide comments on the draft Worker Survey by 30 May 2014

New action 11: the Group to provide copies of example surveys industry already use with workers.

7.4 Draft Brief on Job-Finding Fees and Providing Additional Services

DN presented the draft guidance and invited the Group to identify what needs clarifying as well as commenting on the policy interpretation in the document, specifically what constitutes a job-finding fee.

New action 12: the Group to provide comments on the draft Brief by 21 May 2014.

New action 13: GLA to circulate a final draft of the guidance by 30 May 2014.

7.5 Discretionary approach to Application Inspections Update

DN presented the latest statistics. Since 1 October 2013, 56 applications have been processed under the new policy. 51 have required a physical visit. Of the 56 applications, there have been 37 licence decisions. 32 licences have been granted (of which 5 granted without a physical visit). 5 applications have been refused following a physical visit.

7.6 Supplier and Retailer Protocol Update

No issues related to the Protocol were identified by the Group.

7.7 GLA governance changes update

MM explained changes to the Board required secondary legislation. The intention was to have this in force by end July. New Boards members would then be recruited. It was hoped that the recruitment process would be completed by the end of 2014. MM stated that a paper would be presented to the existing GLA Board at 16 July 2014 meeting. This document will serve as a handover to the new Board and will emphasise the importance of maintain proper and effective stakeholder engagement.

8. Any Other Business

Ben Farber commented on an emerging business model in response to the new offshore tax legislation. DN confirmed the GLA was aware of the model but had not yet identified it in the GLA sectors.

10. Date of Next Meeting

11am, 4 September 2014, Nottingham.