

GLA Licensing Standard failure	Standard	No
2.1 Is the business registered as an employer with a PAYE reference number?	2.1	9
2.10 Evidence that workers have been provided with itemised and accurate payslips for each pay period?	2.10	16
2.2 Evidence that workers income tax and NI are accurate, appropriate and paid over to HMRC?	2.2	9
2.5 Evidence that deductions (e.g. for transport or accommodation) are made from wages with the worker's consent?	2.5	68
2.6 Scotland - legal deductions are made	2.6	1
2.7 The applicant has not withheld, or threatened to withhold payment to any worker	2.7	16
2.8 Have workers been paid consistently at or above the appropriate national minimum wage?	2.8	18
2.9 Benefits are paid to workers	2.9	75
3.1 Workers are not subjected to physical or mental mistreatment	3.1	1
3.2 There are no debts to the Labour Provider	3.2	3
3.3 Any debts are in writing	3.3	11
3.4 There has been no imposition of a transfer fee other than permitted in the regulations	3.4	2
3.6 Workers have freely chosen that employment	3.6	2
4.2 Workers are allowed to find suitable alternative accommodation	4.2	1
4.3 Are arrangements for the safety of electrical installations and domestic gas appliances (where relevant) satisfactory	4.3	7
5.1 Workers are allowed to take statutory breaks.	5.1	13
5.2 Workers working in excess of 48 hours per week have freely signed an opt out agreement?	5.2	52
5.3 Accurate records are kept of days and hours worked	5.3	26
6.1 Are adequate and effective arrangements in place for managing the health and safety of any workers provided?	6.1	130
6.11 PSV registration and PCV licences exist	6.11	52
6.2 Is there evidence of the adequate provision of information, instruction training or supervision of workers?	6.2	76
6.5 Are the arrangements in place for the safe use of plant, machinery or substances at work considered to be adequate?	6.5	25
6.6 Have adequate arrangements and provision been made in respect of personal protective clothing, welfare facilities and first aid?	6.5	56
6.7 Drivers have valid licences	6.7	15
6.8 Are suitable arrangements in place for the safe use and maintenance of workplace transport?	6.8	3
7.3 Workers employed for 1 month or more receive a written statement of employment particulars?	7.3	166
7.4 No changes are made to contracts of employment or service without written consent of the employee?	7.4	11
8.1 Subcontractors are licensed by the GLA	8.1	3

8.2 Names and details of sub-contractor(s) are recorded	8.2	3
9.1 Records of workers' details are kept	9.1	50
9.2 Times and dates worked by children and young workers are kept	9.2	5
9.4 Children only carrying out work permitted by law	9.4	2
10.1 If workers were associated with the applicant, were all workers legally entitled to work in the UK	10.1	57
10.3 Workers are not prevented from taking Trade Union membership	10.3	3
Total number of failures identified		987
Red Critical (30 points) All the rest major (8)		

