



CEO's Quarterly Report

January 2017

News

Additional £2million funding for GLAA

Home Office minister Brandon Lewis announced that additional funding would be made available to assist the newly formed Gangmasters and Labour Abuse Authority to perform its enhanced role.

In a statement made on 15 December 2016, the Minister of State for Policing and Fire Service said: "A new reallocation of around £2m will support the Gangmasters and Labour Abuse Authority to use new police-style enforcement powers set out in the Immigration Act 2016 to tackle labour exploitation including modern slavery across the economy. Through greater resources to use these new powers, the GLAA will be able to undertake more investigations into modern slavery offences that might otherwise fall to the police, saving police time and improving the law enforcement response to exploitation of the most vulnerable workers."

The funding will be used to resource more investigators and recruiting has begun already.

GLA chief joins panel to review UK employment practices

GLA Chief Executive Paul Broadbent was honoured to accept an invitation to be part of the expert panel for the Taylor Review into modern employment practices. The project – led by Matthew Taylor, Chief Executive of the Royal Society of Arts – will look into the scale of the 'gig economy' in the UK and is to be launched with a regional tour to discuss the UK's labour market.

The announcement came after the Prime Minister commissioned Matthew Taylor to look at how employment practices need to change in order to keep pace with modern business models. The team behind the Taylor Review into Modern Employment Practices will now travel the country, talking to employees and employers about the UK's labour market. Places to be visited include: Maidstone, Coventry and Glasgow, where the panel will speak to workers and employers operating in sectors such as the gig and rural economies and manufacturing. The aim is to gain a complete understanding of the impact of modern working practices and examine how different labour markets work.

Matthew Taylor said: "I am delighted to announce the other members of the review team; they bring a wealth of experience and insight to our work. We have a lot of research and policy to discuss but the most important part of our process is getting out and about to talk

to businesses and workers across Britain about their experiences of modern work. As well as making specific recommendations I hope the review will promote a national conversation and explore how we can all contribute to work that provides opportunity, fairness and dignity.”

The review will consider the implications of new forms of work on worker rights and responsibilities - as well as on employer freedoms and obligations.

Joining the GLA Chief Executive on the panel will be Greg Marsh, the founder and formerly Chair and Chief Executive of Onefinestay and employment lawyer Diane Nicol, partner at Pinsent Masons law firm.

Events

Santa Marta – an audience with the Pope

In October GLA was represented at the Santa Marta Group – a gathering of representatives from the Catholic Church and International Law Enforcement – to discuss modern slavery. The conference held at the Vatican, Rome, included a session chaired by Paul Broadbent and included an address and audience with Pope Francis who committed his ongoing support for eradicating human trafficking.

Pop Up Seminars

Chief Executive Paul Broadbent will be out ‘on tour’ until the end of March spreading the news about the GLA’s transition to the Gangmasters and Labour Abuse Authority and what it will mean for the UK labour market. There has been an unprecedented demand for the regional pop-up seminars, which see the GLA host events from Perth in Scotland down to Canterbury and from Belfast to Ely in Cambridgeshire.

The seminars provide those present with an opportunity to find out what all these changes will mean, how the new GLAA will work and what challenges will be faced and tackled in the future. Representatives from a number of ‘at-risk’ sectors have been invited to attend and nearly half the events were filled to capacity weeks before they were due to take place. Two additional dates have been added in London to cope with the high demand.

GLA National Conference 2017

The date and venue has now been confirmed for the GLA to host its third annual conference. Due to increasing demand year-on-year, the 2017 event will be switched to Edgbaston Cricket Ground in Birmingham. The full-day event will be held on 11 October.

Operations

Northumberland arrests

A total of 14 people were rescued in an operation led by Northumbria Police and involving the GLA and other partners as part of an initiative to tackle human trafficking, labour exploitation and modern day slavery. Officers carried out search warrants at eight addresses in the North East. Eight men and six women were arrested on suspicion of trafficking people into the UK for exploitation. Five were charged with offences and six more were bailed pending further enquiries.

The operation was carried out by police and GLA officers plus staff from Newcastle City Council, the National Crime Agency, Crown Prosecution Service, British Red Cross, and

Hope for Justice. It was part of a UK-wide coordinated response to identify and arrest those responsible for human trafficking.

Detective Superintendent Steve Barron, of Northumbria Police's Safeguarding Department, said: "I am very pleased with what we have achieved this week; we have been able to safeguard a number of people who were vulnerable and at risk. These people are now safe and supported; this has been our main priority throughout this operation."

GLA Head of Operations Ian Waterfield said: "We are delighted to have been involved throughout all stages of this multi-agency operation. The GLA strives to work with all relevant partner agencies to combat those who seek to exploit vulnerable people. What we've seen this week is testament to the hard work and commitment of Northumbria Police and officers from all the partner agencies involved who continue in this fight against the exploitation of others in the UK."

Partners clamp down on illegal shellfish operations in Scotland

The GLA was part of a multi-agency enforcement team investigating alleged illegal shellfish operations in the Lochaber area of the Highlands of Scotland. The November operation, led by Highland Council's Environmental Health Service, included participation by a number of other partner agencies, including HMRC, Police Scotland, Borders Agency and Marine Scotland Compliance.

Enquiries were focussed on the illegality arising from and associated with the gathering, holding, transporting and selling shellfish, in particular winkles and cockles. Enquiries continue but on the day of the operation the Environmental Health Service took enforcement action to stop one food business placing shellfish on to the market and also removed a significant quantity of shellfish from the food chain.

Graeme Corner, Highland Council's Senior Environmental Health Officer said: "We are trying to stop illegal harvesting of shellfish and the onward movement into the food chain. It is important to note that shellfish placed on the market out with the legitimate route can have significant detriment to the consumers' health. It is for these reasons that we have embraced a multi-agency approach to investigate activities of this type."

Licensing and Legal

Trafficking gang jailed for total of more than 20 years

Five members of a Plymouth family have been jailed for a total of 20 years and six months following the first prosecution for human trafficking offences in Devon and Cornwall. The two men and three women, all members of the same extended family and of Czech origin, were convicted at Plymouth Crown Court.

Martin Tancos and Katerina Kurejova, of Stonehouse; Nela Dzurkova and Petr Tancos, both of Greenbank; and Ruzena Tancosova, of Plymouth, were all convicted of conspiracy to traffic persons into the UK for the purpose of labour exploitation between 6 April 2013 and 16 September 2014.

Tancosova and Petr Tancos were also found guilty of requiring a person to perform forced labour between 2010 and 2014, while Tancosova was further convicted of acting as a gangmaster without a licence between January 1, 2010, and September 16, 2014, where

she supplied workers to a processing and packaging factory. She received a 16 month sentence for this offence to run concurrently. Both Ruzena Tancosova and Petr Tancos received sentences of six years and six months. Martin Tancos received a three year sentence, Nela Dzurkova a two years and six month sentence and Katerina Kurejova a two year sentence.

The police inquiry commenced after they were presented with a profile of the group by the Gangmasters Licensing Authority's intelligence team who had completed detailed development work concentrated on their activities. All five were arrested following the largest operation of its kind by Devon and Cornwall Police and partner agencies which saw seven male victims freed from modern slavery conditions at Plymouth addresses.

The court heard that the five entered into a criminal agreement to traffic other Czech nationals into the UK for the purpose of labour exploitation and for their own financial benefit. They actively recruited and transported the most vulnerable and easily targeted members of society, including those with nomadic lifestyles and addictions, and those without regular work or close family.

Seven victims were flown into the South West under the false pretence of being given a better life and were housed across Plymouth. The court was told that the exploitation took many forms with the family taking control of the victims' finances, both wages and benefits, as ongoing payment for bringing them to the UK for rent/board.

Victims worked long hours at local car washes and factories in jobs organised by the family but only received the equivalent of pocket money from their wages. One victim, a 57-year-old man, was trafficked from Prague into Plymouth by a woman pretending to be his girlfriend. She left after three days and he was taken in by one of the family members before being put to work at a meat processing factory.

Seven adult men and 13 children (linked to the defendants) were rescued and taken to a reception centre, provided by Plymouth City Council, where they were given medical care, proper food and sleeping accommodation, supported by the Salvation Army. The victims gradually began to talk to police about their experiences and understand that they had been exploited.

GLA adds new sanctions to its toolkit

As part of the new measures proposed in the Immigration Act as the GLA transitions to the Gangmasters and Labour Abuse Authority, additional sanctions have been made available. Along with National Minimum Wage teams and the Employment Agency Standards Inspectorate, the GLA can now call upon Labour Market Enforcement Undertakings and Labour Market Enforcement Orders.

Both can be used as an alternative or additional sanction for breaches of certain labour market legislation known as 'trigger offences'. The LMEU is an agreement by the non-compliant person, or business to restore and maintain compliance by a specific date. It can remain in force for a period of 2 years.

Where a person or business does not agree to a LMEU within 14 days then the court may impose a LMEO which requires compliance by law. The order can be removed by the court if compliance is achieved. Failure to comply with a LMEO is a criminal offence and can result in prosecution.

Media Coverage

Operation Magnify – The Home Office press office put out a round-up release based on this joint operation (including GLA) to clamp down on labour exploitation in UK nail bars. It received widespread coverage in the national print, online and broadcast media.

DJ Houghton settlement – there was extensive coverage in national newspapers (Guardian) and regional online and print media about six Lithuanian men winning a settlement of more than £1 million with a Kent company DJ Houghton Catching Services, who trafficked them to work on chicken farms.

Remit change to GLAA – a number of trade publications ran a piece on the change of the GLA's remit picked up from the announcement of the introduction of LMEU and LMEOs.

Shellfish clampdown in Scotland – Trade media Food Manufacture and the Recruiter and local Scottish media ran the story about the shellfish operation as mentioned previously.

Seizure of Bentley from illegal Gangmaster – North Wales local press picks covers story of hearing involving illegal gangmaster Colin Mossman who is ordered to hand over his Bentley as part of his proceeds of crime settlement.

Anti-slavery Day – the GLA is mentioned regularly in blanket coverage of activities organised to mark this annual event.

Trafficking gang jailed – extensive media coverage and some national of the court result from Plymouth (see above).

Operational Statistics

Year to date - Quarter One – Three totals from 1 April to 31 December 2016

• Applications inspections (tasked) -	83
• Compliance inspections (tasked) -	49
• Licences issued -	68
• Licence refused -	14
• Licence revocation decisions made:	
▪ With immediate effect -	3
▪ Without immediate effect -	13
• Money recovered for workers by direct, informal approaches from GLA staff:	
▪ Number of cases -	26
▪ Amount recovered -	£50,879

Result

Quarter Three - totals from October to December 2016

• Workers subjected to exploitation/abuse:	
▪ Physical -	0
▪ Mental -	2
▪ Financial -	2,147
▪ Transport -	105
▪ Accommodation -	75
• Workers protected by refusal/revocation -	2,515
• Workers employed by businesses inspected:	
▪ Inside sector -	48,735
▪ Outside sector -	40,771

Position as at 31 December 2016:

• Number of GLA Licences -	985
• New OCGs identified in 2016-17 -	4
• Total ongoing investigations -	110
• Ongoing investigations (criminal) -	45
• Offenders pending trial -	9
• Indictments pending trial -	10

Financial Matters

Budget overview

GLA is within budget for the financial year 2016-17 and expects a marginal underspend at year end. A 2017-18 budget is being presented to the Board this month which, if approved, represents growth in line with the recent announcement by the Policing Minister.

Human Resources

Staffing

The recruitment, induction and ongoing training of new and existing staff continue in line with its expanded role which will take full effect from the spring of 2017. Specialist financial as well as digital investigators are being recruited to reflect the need to disrupt criminality through attacking their assets and securing evidence contained online.

Staff development

In November 2016 Labour Market Undertakings and Orders for the GLA regulated sectors came into force, which was precluded by a training programme in National Minimum Wage and Employment Act offences for the officers designated with these powers.

Pay Increases

After a short delay all pay increases were finalised in November. Members of staff have now all been notified if they have received a performance-related pay award and the appropriate increases have been paid – backdated to 1 October 2016.

Parliamentary Questions

2016-17	PQ Totals	Subjects				
Quarter		Finance	Operational	Powers	Staffing	Board
Apr - Jun	1	0	0	0	0	0
Jul - Sep	1	1	0	0	0	0
Oct - Dec	2	0	0	1	1	0
Total	4	1	0	0	1	0

Freedom of Information Requests

In the first two quarters of 2016-17 the GLA received a total of seven requests under the Freedom of Information Act. All received the appropriate response within the prescribed time limit of 20 working days from receipt of the request.

2016-17	FOI Totals	Subjects			
Quarter		Capital budget	Staffing & salaries	Licensing	Operations and tactics
Apr - Jun	2	0	1	1	0
Jul - Sep	5	1	2	2	0
Oct - Dec	6	2	1	1	2
Total	13	3	4	4	2

Subjects covered in this quarter

- GLA budget
- Brexit – advice given to Government
- Software contracts
- Use of internet connection records
- Investigation into PMP Recruitment
- Name of Head of Operations

Presentations delivered by senior GLA officers

Launch of Independent Anti-Slavery Commissioner's first annual report
 National Anti-Trafficking and Modern Slavery Network
 All-Party Parliamentary Group - Human Trafficking and Modern Slavery meeting
 Association of Police and Crime Commissioners/National Police Chiefs Council Conference
 Catholic Bishop's Conference of England and Wales
 Debenhams Conference
 Ethical Trade Initiative members meeting

Health & Safety Issues (RIDDOR)

None to report in this period.