



Gangmasters & Labour Abuse Authority

Minutes

Title of meeting	Labour Provider and Labour User Liaison Group Meeting		
Date	18 May 2017	Time	11am
Venue	GLAA, Nottingham		
Chair	Margaret Beels (MB)	Secretary	Angela Tilley
Attendees	GLAA Margaret Beels (MB) Neil Court (NC) Darryl Dixon (DD) Nicola Ray (NR) Ian Waterfield (IW) LU/LP Jon Tugwell (JT) Fyffes Shayne Tyler (ST) Manor Fresh Lee Abbey (LA) NFU Sian Thomas (STH) Fresh Produce Consortium Terry Waite (TW) Vital Recruitment Tom Easson (TE) Ringlink Scotland John Devine (JD) Response Recruitment Kevin McCormick (KM) KHS Personnel Ltd Jane Bladon (JB) Staffline David Segust (DS) First Call Contract Services David Camp (DC) ALP Richard Fletcher (RF) Freshtime John Devine (JD) Response recruitment Ltd Lee Osborne (LO) (NFU) Gavin Dring (GD) 2 Sisters Food Group Graeme Sutton (GS) Jark (Norwich) Ltd Andy York (AY) Tulip Ltd Fergus Morgan (FM) 2 Sisters Food Group Lorna Bramwell (LB) Staffing Group Lee Abbey (LA) NFU		

Apologies

GLAA

Paul Broadbent

LP/LU Liaison Group

Jackie Newman(JN) PD Hook

Joanne Young (JY) GI Group

Jonathan Mason (JM) AG Thames Group

Philip Campbell (PC) REC

Sue Johns (SJ) Butters Group

Nicola Hope (NC) REC

Jayne Hambling (JH) Meridian Business Support

Julie Giles (JG) Staffing Group

Jerry Camp (JC) Alliance HR

John Hardman (JH) Hops Labour Solutions

Siobhan Wolsoncroft (SW) Pro-force Recruitment

1	Welcome and introductions Margaret Beels (Chair) welcomed attendees.
1 a)	Apologies See above
2	Declarations of Interest Julie Giles, David Segust
3	Minutes of the previous meetings Minutes of the meeting from joint LU/LP Liaison and Worker/NGO Liaison Group meeting held on 02 March 2017 were agreed. TE asked for clarification on Threat Assessment – Item 10 regarding jurisdiction of GLAA in Scotland. DD advised that NMW can operate in Scotland, but the GLA can only investigate in England and Wales.
4	Review of outstanding actions from previous minutes 1. Review LP/ LU Best Practise guidance to incorporate move to GLAA with draft to be circulated to group before next meeting – to be covered in Compliance update – NC

	<p>2. To investigate Romanian Labour Inspectorate requirements re LU agreements – DD reported that there was now a Romanian Inspector from Romanian Labour Inspectorate seconded to the GLAA for three months. It was hoped this would allow greater clarity on Romanian Inspectorate requirements. It is hoped that an update will be given on this subject in the future – ONGOING</p> <p>DC asked if GLAA contacted Romanian authorities re labour sources – was confirmed the GLAA did contact them.</p>
	<p>3. Contributions to Matthew Taylor review to be forwarded to PB – none received - CLOSED</p>
	<p>4. Modern Slavery Helpline Statistics to be circulated - CLOSED DC requested formal position from GLAA with regard to interacting with Modern Slavery Helpline in order that licence holders could put issues to them ACTION POINT 1 – GLAA to advise on requested formal position</p>
<p>5</p>	<p>5. Link to Stronger video to be circulated - CLOSED</p> <p>6. GLAA Communications and Engagement Strategy - looking at ways of sharing information more widely - CLOSED</p> <p>7. TUC not mentioned in threat assessment document - CLOSED</p> <p>8. Comments regarding the Licensing Standards review to be sent to Nicola Ray - CLOSED</p> <p>9. Caravan accommodation guidance to be circulated – CLOSED STC commented she had received positive response to the document.</p> <p>10. Arrange next joint LP/LU Worker /NGO Liaison Groups meeting in March 2018. – IN PROGRESS</p> <p>Declarations of Urgent Business</p> <p>None declared</p> <p>Before commencement of discussion of remaining agenda items MB advised that due to the forthcoming election as a Home Office body the rules of purdah would be in place and no topics of a political nature would be discussed.</p>

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Update from Chief Executive

CEO report circulated prior to meeting IW gave additional information in absence of PB.

It was reported that the GLAA had gone live on 30 April 2017 with new powers to investigate Modern Slavery, National Minimum Wage (NMW), and Employment Agency Standards (EAS) offences in addition to Labour Market Undertaking Enforcement/ Orders offences. The GLAA now had additional powers to seize evidence also.

As of 18 May 2017 the GLAA has been involved in the arrest of 22 offenders for Modern Slavery Offences (either GLAA or police) and the rescue of 41 potential victims of trafficking. Other operations have been conducted outside of GLAA sectors relating to car washes in Cumbria, Food related in Suffolk, different sectors in South Yorkshire and proactive HMO visits to Bristol, Nottingham and West Midlands.

Further operations being undertaken involved the EU day of action and included targeting flights from Bulgaria to London airports, construction raids in Leicester, fish processing in North East Scotland, Labour visits in Crewe, Shellfish cases in Dyfed Powys and Northern Ireland and a joint operation with UK Borders Coquilles and Calais for labour exploitation enquiries.

It was mentioned that there were two Bulgarian officers who were assisting with the joint operation with borders at airport and also one Romanian officer seconded to the GLAA for three months. 15 new officers had been welcomed to the GLAA to date and would be fully trained investigators by early July.

Stakeholder's engagement statistics had been circulated. And it was commented that there had been good engagement and good feedback.

A reminder was given for the annual conference on 11 October 2017 at Edgbaston Cricket Club, Birmingham. Speakers would include Sir David Metcalfe CBE (Director of Labour Market Enforcement), Kevin Hyland OBE (Independent Anti-Slavery Commissioner) and Will Kerr OBE (National Crime Agency Director of Vulnerability). There would also be the opportunity for attendees to participate in a number of interactive workshops.

The phased recruitment programme was continuing and it was hoped that by September the increase from 75 to 125 full time employees would be completed.

DC mentioned that the GLAA website was not being updated with Freedom of Information cases, parliamentary questions and details of compliance inspections. – **ACTION POINT 2** - Website to be updated with Freedom of Information cases, parliamentary questions and details of compliance inspections.

ST asked if there was any further information regarding threat assessment – was it in food sectors? **ACTION POINT 3** – data would be examined and findings if any reported. It was mentioned that the National Referral Mechanism report did not show a breakdown in sector. It was asked if a formal request could be made for the report to include a breakdown by sector also –report.

ACTION POINT 4 – formal request for breakdown by sector to be included in report

It was mentioned that Labour Providers could not be searched for by region on the website. Could a post code search be added in future to the public register? It was then suggested that the group could give feedback on how the data should be presented in order that it could be looked at in more detail. – **ACTION POINT 5** – Agenda item for next meeting to discuss what information should be available for the threat assessment document.

7 **Compliance Update (NC)**

Currently there are 980 licence holders, 20 Ongoing Application Inspections (with a further 32 being processed at various stages) and 26 Compliance Inspections being processed (including compliance, new business and change of Principal Authority).

Compliance issues identified continue to be around the following:

Payment of wages – workers being paid late, not being paid correct wages due and not being paid correct holiday pay.

The Issues around Modern Slavery continue to be the mistreatment of workers, threatening behaviour and bonded labour.

Accommodation provided being substandard and workers being exploited by landlords.

Instruction and training – either not being provided or when provided no formal structure in place.

Fees and services offered not being optional.

Ethical audits not picking up simple non-compliances

There was also a lack of adherence to legislation and workers' rights with car washes being mentioned as an example of this.

7.1 **Update on progress of LP/LU guidance**

The LP/LU best practise guidance update was still on-going. The guidance had to be re-written to include how to spot signs for Modern Slavery exploitation and to give clear direction on how to deal with, and to ensure it would fit all sectors.

It was hoped it would be completed before the formal launch of the GLAA.

Quotes were still being sought with two possible contractors for the film that will be made for best practise guidance. Funding of £24,000 had been received to assist towards the costs of the film. Decision should have been made by next meeting on who to use to make film.

8 Performance and Insight Update (IW)

The performance and insight document had been circulated prior to meeting. It was mentioned that in the future the report would be moving away from being mainly a statistical document and be a more informative document.

There will be five performance questions that would be looked at to measure performance

1. How comprehensive is the GLAA's understanding of the scale and threat of Labour exploitation in the UK?
2. How effective is the GLAA response to the identified threats?
3. How effective is the GLAA at working with partners to tackle labour exploitation and modern slavery?
4. How effective is the GLAA at working with business and labour providers to drive up standards, preventing and tackling labour exploitation?
5. How effectively does the GLAA manage its resources?

With increased workforce and powers it is anticipated that there will be an increase in workloads in the coming months.

ST asked about how Labour Provider and Labour Users could be made more aware of activity in industries in their areas.. SM also mentioned about increased threat in Houses of Multiple Occupancy (HMO) in Derbyshire in respect of trafficking into prostitution. IW replied that what information that could be made available could present difficulties but could look at ways of perhaps being able to give more information.

He also mentioned that there was a plan to put information on the GLAA internet via a performance page which would be updated on a regular basis.

IW mentioned he would welcome any feedback from the group on what the content should be in the document.

The performance pack would be issued on a quarterly basis

9 Generalised Intelligence Sharing – Group

No items for discussion mentioned.

10 Items for Discussion

10.1 NGO –Worker Liaison Group Report.

It is anticipated the liaison group will steadily grow in membership to reflect the increased role of the GLAA.

The group was also pleased with the progress of the GLAA but that some concerns were expressed that resourcing may not match demand as the GLAA increases its workload.

The group was updated on progress of the strategic plan to be produced by Sir David Metcalfe. The plan had been submitted and was waiting approval however it was unlikely this would be looked at until after the 8 June 2017. Sir David had also attended a board meeting and was committed to assisting the GLAA to be an effective body.

10.2 Third Party Packaging – NR

This had previously been raised as an issue and was currently being reviewed. The GLAA was working with stakeholders and Fresh Produce Consortium on the issue. How the exclusion would be applied was still being explored. When the GLAA had reached an agreed position it would then meet with interested parties to outline how exclusion would work. The GLAA would want companies to come forward to allow easement.

10.3 Licensing Standards Update – NR

The GLAA were still pushing with the Home Office on how to make progress to get to the consultation stage with the standards but understood some legal issues were being looked at. Due to the forthcoming elections it was not thought that this would not be a high priority. It was agreed that as soon as any purdah restrictions were finished a meeting should be called to discuss progress.

ACTION POINT – 6 - Meeting to be arranged to discuss progress of Licensing Standards update.

The GLAA is willing to approach the Home Office regarding licence fees but this may be delayed until after the Licensing Standards update has been completed.

10.4 Fees and Charges for the Supply of Labour

DC reported that issues of work finding fees were long standing. He acknowledged that the GLA regime had made progress in removing fees that should not be paid. However he said it was still a practise with some overseas providers to charge job finding fees that would not be optional. It was one of the reasons why people globally were in debt bondage. He said a lot of the challenge was to define what would constitute a recruitment fee. He gave example of a company in Qatar that had 30 different ways a worker could be charged fees.

The Institute of Human Rights and Business, M & S, Tesco and Hewlett Packard were some companies looking at how to drive out job finding fees. A pre first draft document on how to deal with this issue would be produced by them in the future and would be made available for comment.

11 Any Other Business

Nothing reported.

Issues raised by TUC after joint NGO/Worker and LP/LU Liaison Group meetings

The questions and responses had been circulated prior to meeting and no-one raised any further questions or issues in respect of these.

Date of next meeting 07 September 2017.

