



Gangmasters & Labour Abuse Authority

Draft Minutes

Title of meeting	Worker/NGO Liaison Group		
Date	9 May 2017	Time	11:30
Venue	Home Office		
Chair	Linda Dickens	Secretary	Lysbeth Ford

Attendees

Linda Dickens (LD) Board Member – Chair
Andrew Wallis (AWA) Unseen UK
Bridget Henderson (BH) Unite
David Dickens (DD) Fishermen’s Mission
Narmanda Thiranagama (NT) Unison
Kasia Zagrodniczek (KZ) Eastern European Advice Centre (KZ)
Justin Bowden (JB) GMB
Matthew Creagh (TUC)

Paul Broadbent, CEO GLAA (PB)
Lysbeth Ford GLAA

Apologies

Andrew Wileman, Salvation Army
Barckley Sumner, UCATT
David Carrigan, Citizens Advice
David Gill, USDAW
Diana Holland, Unite
Yvonne Hall, Palm Cove Society
Lucila Granda, Latin American Women’s Rights
James Tullett, Migrant Help

1.	Welcome and Introductions Linda Dickens welcomed attendees from the Worker /NGO Liaison Group. Attendees introduced themselves. The Chair noted the pre-election ‘purdah’ period.
2.	Apologies Noted as above.
3.	Minutes of the previous meeting Minutes of the 1 November 2016 meeting were taken at the Joint meeting on 2 March 2017. Minutes of the meeting of the Joint LU/LP and Worker/NGO Liaison Group held on 2 March 2017 are to be agreed at the next Joint liaison group meeting in March 2018.

<p>4.</p>	<p>Actions from the previous meeting (2 March)</p> <ul style="list-style-type: none"> a. AW to circulate modern slavery helpline statistics once available. These are on the Unseen.org website. Action AW will provide to group. b. PF to place the link on the GLAA website to the video on worker exploitation in the construction industry. Open c. With regards to the Communications and Engagement Strategy, PB to consider sharing of information more widely. MC noted that there may be scope for the TUC to promote the work of GLAA to reps (possibly using a webinar). Open/Action: PB and Comms Team d. It was noted that the TUC was not mentioned in Section 4 of the Threat Assessment. MC clarified that this should be a reference to trade unions more generally rather than the TUC and agreed to liaise with PB on this. CLOSED e. Members to email PB with any comments regarding the licensing standards. Open f. JR to arrange a Joint LU/LP and Worker/NGO liaison group meeting for March 2018. It was agreed the joint session had been a useful innovation. It was suggested that the format could be adjusted to allow more informal discussion and interaction, possibly focussing on a particular topic. Open
<p>5.</p>	<p>Update on Transition to the GLAA and New Powers</p> <p>PB delivered an update on the 'launch' of the GLAA and noted the new powers. The delay in going 'live' had been due to a technical issue. A formal launch had been planned for early June but this was now not possible under 'purdah' rules.</p> <p>Sir David Metcalf, Director of Labour Market Exploitation, attended the GLAA board meeting in April and also the staff seminar earlier in the year. He will shortly publish his first report which will give an indication as to the 'themes' which will be contained in his full report which will be published in October. If his findings indicate that a particular sector needs to be reviewed, this will be done by intelligence and threat assessment.</p> <p>LD stated that the board were pleased to have him attend and to hear about his aspirations.</p> <p>Resourcing</p> <p>Extra resourcing will mean up to 128 full time staff with 60 - 80 being operational officers. 15 Labour Enforcement Abuse Officers (LAPOs) will be in post by the end of May and a further 15 in September. Within two years all operational staff will have the LAPO powers.</p> <p>The GLAA will continue to grow and expand to justify the mainstream funding.</p> <p>A discussion took place around resourcing.</p>

6.

CEO Quarterly Report and Performance & Insight Report

Update on IT systems

It was noted that the transition of the IT systems from Defra to the HO is behind schedule but this will be delivered by the end of the year. The licensing system will also be transferred from Defra to the HO.

Operational Activity

The GLAA had completed 5 jobs in the last two weeks which involved workers from outside the regulated sector from fishing, textiles, carwashes and cleaning.

PB stated it was 'business as usual' for the GLAA. Additional powers and resources means that the GLAA can now investigate outside the regulated sector and also wider offences under the Modern Slavery Act.

From an operational perspective, the GLAA will depend upon the Threat, Risk, Harm matrix, particularly the THRIVE aspect of the matrix. PB to circulate the national model information to members.

Signs are positive relating to the use of the new powers and a number of offences may fit within the scope of the Labour Market Enforcement Undertakings/Orders.

MC queried whether the GLAA will investigate NMW cases. PB responded that if it is a standalone offence the NMW team would investigate. However, if other offences form part of the investigation then the GLAA will keep hold of the investigation and retain primacy.

It was noted that all GLAA LAPO officers are trained in cross powers to investigate offences from all agencies.

DD queried where his members could be directed to for referral. PB stated that the GLAA will be the single point of contact for all intelligence and can pass onto other agencies accordingly.

It was noted that, on a regional basis, GLAA officers will be embedded in Regional Organised Crime Units (ROCU) to work in partnership

Pop up seminars

13 were completed across the UK and were successful.

Licensing Standards / Fees

The GLAA is currently in consultation with the Home Office to make small but significant changes to the Licensing Standards to refresh and refine the contents and make them look more like the ILO forced labour indicators. Before any changes can be made, a public consultation would need to take place regarding this. The licensing standards hadn't been updated since 2012 and exploitative practices had changed significantly during this time.

PB stated that the fees currently raised are £800,000 annually but, at present, the GLAA only covers approximately 40% of costs. However, if fees were raised would this be palatable for businesses? A discussion took place on the original policy document on fees. BH queried whether there was still access to the original document. CR suggested research in House of Commons library.

	<p>Delivery Plan target 2016 -19 All delivery plan targets had been achieved in 2016-17 other than target 3. This was due to more informal resolutions being put in place whereby a call to the LP would resolve an issue and this wouldn't then be recorded. However, the amount of money recovered on behalf of workers has doubled in the last year.</p> <p>'Indicator' training to be implemented by GLAA LF gave a short presentation about her work in delivering training for GLAA. Consideration is being given to training on spotting the indicators of modern day slavery being delivered more widely e.g. possibly to union reps/shop stewards. JB commented that this would be something his members would be interested in.</p> <p>MC queried GLAA data sharing with Border Force and other Agencies under the Immigration Act 2016 and raised concerns that this would dissuade workers from sharing information especially if there were concerns about immigration status. PB assured members that the GLAA's priority is to get the victim to a place of safety. There may be a mis-perception because the GLAA's new powers were enacted through the vehicle of the Immigration Act.</p> <p>Consistency in Training It was noted that various providers now offer training in issues around Modern day slavery. LD highlighted the need for consistency in training to the service groups and across the market. PB commented that the College of Policing has cascaded training in modern slavery awareness to 110,000 police officers and border force officers. There is a standardisation of training in the public sector but not within the private sector.</p> <p>New actions</p> <ul style="list-style-type: none"> • PB to circulate the national model information to members re the Threat, Risk, Harm matrix.
7.	<p>Worker Exploitation - Current Data and Trends</p> <p>KZ stated that there has been an increased reporting of exploitation within the construction industry – including on big sites - and an increase in Polish workers coming to the UK ahead of Brexit. The methodology is an advertisement with only a phone number and first name contacts and they are given work on large construction sites. They work for one to three weeks with the promise of pay but never receive any money. The payslips are sent via bogus polish websites. There is also an increase in exploitation of female cleaners. It is easy to be a cleaner as there is a quick turn over of cleaning staff and women are reluctant to raise formal complaints.</p> <p>There was discussion of self-employment/bogus self-employment. CR commented that there was a self-employment problem within the construction industry – umbrella companies not informing workers of their rights.</p> <p>DD noted that ILO 188 Work in Fishing Convention 2007 recognises 'workers' definition and this is enshrined in the fishing industry.</p> <p>CR suggested there is a 'national tradition' of self-employment from workers' country of origin and there needs to be a move towards a different labour market. GLAA to look at the status and protection of workers under the trade relationships that will be created under Brexit.</p>

	<p>DD discussed transit and the loop hole in the Immigration Act re visas for foreign fishermen.</p> <p>CR referred to Matthew Taylor report in relation to a 'compressed supply chain' and to limiting the number of contractors within a supply chain.</p>
8.	<p>Review of Group</p> <p>(a) Terms of Reference LD noted that the group needed to review the TOR annually. Terms of reference to be discussed at the meeting in August. This would provide an opportunity to reflect on the work and value added of the group.</p> <p>(b) Composition of Group LD stated that it is a useful forum that can create better dialogue with workers groups. Suggestions were sought as to other groups who might be represented. It was suggested that it would be useful for Kalayaan, an organisation which helps protect domestic workers, to join the group and also for UCATT (now the construction sector within UNITE) to be present. NT suggested she invite someone from within the care sector of UNISON to attend when appropriate. CR to provide a contact for Kalayaan.</p> <p>NT suggested that it would be useful for a GLAA representative to speak on the topic of indicators to the care sector. LF would contact NT in relation to this.</p> <p>Members were asked to provide any suggestions and agenda items for the next meeting.</p> <p>New Action:</p> <ul style="list-style-type: none"> • JR to include the Terms of Reference on the August agenda. • CR to provide a contact for Kalayaan • LF to contact NT regarding a presentation to the care sector on the topic of indicators. • Members to send any suggestions/agenda items for the next meeting to JR.
9.	<p>Any Other Business</p> <p>It was noted that "Living on the Edge rise of job insecurity in Britain" TUC conference would be held on 26 June 2017. All members are invited to attend and MC would circulate the invitation for this.</p> <p>New Action:</p> <ul style="list-style-type: none"> • MC to circulate invitation to members regarding the 'Living on the Edge' conference.
10.	<p>Date of Next Meeting</p> <p>The next meeting would take place on either 9, 16 or 17 August. Members were asked to provide their availability to JR who would, in turn, advise members of the confirmed date as soon as possible.</p> <p>New Action:</p> <ul style="list-style-type: none"> • Members to provide their availability to JR re the August meeting. • JR to confirm August date to members.