



Department for
Business, Energy
& Industrial Strategy

BUSINESS IMPACT TARGET: SUMMARY TEMPLATE

Non-qualifying Regulatory Provisions
(NQRP) summary reporting template

Regulator: Gangmasters and Labour Abuse Authority

Business Impact Target Reporting Period Covered: 17 December 2020 and 16 December 2021

Excluded Category*	Summary of measure(s), including any impact data where available**
Measures certified as being below <i>de minimis</i> (measures with an EANDCB below +/- £5 million)	<p>During the period of this report the GLAA upgraded the licensing system, and the functionality to assist users by offering more self-service options. It also ran a consultation exercise on how it undertakes and priorities compliance activity (see: https://www.gla.gov.uk/whats-new/latest-press-releases/09092021-a-more-effective-compliance-strategy-following-public-consultation/). These two developments were the main reason for number of Briefs to licence holders within the period of the report. They are summarised below:</p> <p>67 The Risk of Using Mini-Umbrella Companies, Dec 2020: To alert licence holders about specific tax schemes that were seen as “an organised crime threat to the UK Exchequer.” and prevent abuse in the licensed sector.</p> <p>68 Charge Rate Guidance, March 2021: To provide guidance on legal minimum charge rate to pay all statutory deductions for tax/NI and meet the National Minimum wage rate.</p> <p>69 Launch of the new Active Check service, April 2021: The Active Check process assists users to ensure they do not use the services of unlicensed labour providers, which constitutes a criminal offence. It provided guidance on how to use the new process, to ensure continuity of the service once the old licensing system was de-commissioned.</p> <p>70 New GLAA renewal process, April 2021: The new system introduced a portal to enable licence holders to check their details online and calculate the renewal fee.</p> <p>71 How the GLAA tests employment status, April 2021: This Brief explained the inspection process to identify bogus self-employment</p> <p>72 Right to work checks from 1 July 2021, July 2021: This guidance provided updated advice on the post-Brexit Immigration position and process, including the impact of EU Settled status.</p> <p>73 Triggers for a new business compliance inspection, September 2021: The Brief explained a new risk based approach to reduce the need for a physical inspection, and reduce existing inspection burdens.</p>

Excluded Category*	Summary of measure(s), including any impact data where available**						
	<p data-bbox="619 271 1449 371">74 Physical Application Inspection, September 2021: This Brief explained a similar process to Brief 73, but in respect of licence applicants.</p> <p data-bbox="619 405 1449 539">75 Triggers for a Compliance Inspection, September 2021: This Brief explained inspection changes proposed following the GLAA's compliance strategy consultation. It identified a continuing focus on risk as an indicator of inspection need.</p>						
Casework	<p data-bbox="619 595 1449 797">There are currently just over 1000 licence holders, each of which require renewal after a year. Decisions on application inspections and compliance inspections may occur based on the compliance strategy, see above links. In the last annual report and accounts reporting period published the compliance inspection figures were:</p> <table border="1" data-bbox="639 891 1449 1003"> <thead> <tr> <th colspan="2" data-bbox="639 891 1449 931">Compliance Cases Tasked</th> </tr> <tr> <th data-bbox="639 931 1114 965">2018-19</th> <th data-bbox="1114 931 1449 965">2019-20</th> </tr> </thead> <tbody> <tr> <td data-bbox="639 965 1114 1003">222</td> <td data-bbox="1114 965 1449 1003">213</td> </tr> </tbody> </table> <p data-bbox="619 1037 1129 1070">The 2020/21 ARA is under completion.</p>	Compliance Cases Tasked		2018-19	2019-20	222	213
Compliance Cases Tasked							
2018-19	2019-20						
222	213						
Education, communications and promotion	<p data-bbox="619 1088 1449 1256">In January 2021 the GLAA launched a national education qualification for future workers entering the labour market, working with the skills and education group. The target audience is 16-year olds. In October this was supported by the production of a series of podcasts and videos.</p> <p data-bbox="619 1290 1449 1458">In May 2021 the GLAA produced a series of podcasts focused on raising awareness of compliance issues at hand car washes. These were produced in partnership with the Responsible Car Wash Scheme, as part of a pilot with funding from the Home Office and other industry stakeholders.</p>						
Other exclusion categories	<p data-bbox="619 1480 1449 1576">'Following consideration of the exclusion category there are no measures for the reporting period that qualify for any of the other exclusion categories</p>						

* For detailed guidance on the exclusion categories, please see <https://www.gov.uk/government/publications/better-regulation-framework>

** Complete the summary box as 'Following consideration of the exclusion category there are no measures for the reporting period that qualify for the exclusion.' where this is appropriate.