



Gangmasters & Labour Abuse Authority

Investigating Officer (Labour Abuse Prevention Officer)

Summary of the role

As a Labour Abuse Prevention Officer (LAPO) you will be expected to professionally investigate allegations of Modern Slavery, Labour Exploitation and other relevant Labour Market offences and in doing so protect and safeguard individuals exposed to these risks.

To lead investigations from the reporting stage through to successful court proceedings by providing credible investigative expertise to protect vulnerable workers and prevent exploitation.

Safeguarding and provision of care and support to potentially vulnerable and exploited workers.

Workplace Values

At the GLAA all employees are expected to abide by the values we have within the organisation, Integrity, Respect, Commitment, Professionalism and Teamwork.

Integrity

Being trustworthy with an honest, responsible, and reliable approach to achieve our goals.

Respect

Helping each other in a friendly, supportive, and inclusive working environment to achieve our goals.

Commitment

Finding solutions with innovative ideas, sharing knowledge and expertise to achieve our goals.

Professionalism

Delivering quality, working productively with passion and pride to achieve our goals.

Teamwork

Working together to utilise each other's strengths, skills and experience to achieve our goals.

Responsibilities

- Conduct and take responsibility for criminal investigations including the timely preparation of case files for court proceedings, working closely with and under the direction of the Senior Investigating Officer.

- Carry out risk assessments for victims and potential victims of exploitation, identify immediate risk to victims and where necessary take appropriate action to safeguard individuals.
- Undertake witness and suspect interviews in line with PACE and associated procedures in relation to investigations that could include serious and complex crime.
- Perform lawful arrest and process of suspects for exploitation related criminality in line with PACE.
- Maintain personal responsibility for all aspects of file preparation including gathering, recording, storing, accessing, and sharing of evidence in compliance with organisational procedures, codes of practice and legislation.
- Ensure that all evidence and exhibits are properly recorded and stored, and that the continuity and integrity of that evidence is always maintained by GLAA personnel. In addition, ensuring that all Disclosure management rules and processes are followed in accordance with CPIA 1996 acting as Disclosure Officer for criminal investigations
- Attend Crown Court, Magistrates' Court, Civil Hearings and Appeal Hearings and give evidence as required
- Obtain, monitor, and enforce Slavery and Trafficking Risk Orders (STROs), Labour Market Enforcement Undertakings (LMEUs) and Labour Market Enforcement Orders (LMEOs)
- Attend multi agency case conferences/meetings as a representative of the organisation.
- Work in partnership with other agencies including law enforcement agencies, to prepare, submit and manage prosecution case files.
- Gather and submit intelligence relating to Modern Slavery, Labour Exploitation and Labour Market offences to assist the GLAA and partner agencies to protect vulnerable persons in line with the National Intelligence Model.
- Undertake any other reasonable duties that may be required by the GLAA

Knowledge and Skills	
Essential	Desirable
<ul style="list-style-type: none"> • Demonstrable experience of working within a law enforcement/regulatory/legal or similar environment and conducting criminal investigations. 	<ul style="list-style-type: none"> • Demonstrable experience of investigation of Modern Slavery and Labour Exploitation associated crime.

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| <ul style="list-style-type: none"> • Possess 'first-hand' experience of how investigations are undertaken, structured and managed • Demonstrable experience of criminal case preparation and an understanding of evidential requirements. • Demonstrable experience of dealing with vulnerable victims and witnesses • An ability to work on own initiative without supervision but also as a pro-active team member. • Demonstrable experience of multi-agency and/or partnership working. • The ability to work to tight time scales and to manage conflicting priorities. • The ability to write clear and concise reports. • Demonstrable proficiency in IT applications such as Microsoft Office. | <ul style="list-style-type: none"> • Experience of victim/witness liaison and care including training as a Victim Liaison Officer (VLO) • Qualified to undertake ABE and suspect interviews. • Experience of submitting intelligence • Knowledge of the National Referral Mechanism and support providers. • Qualified to PIP level 1 and 2. • Experience and knowledge of the interrogation of Electronic and Communications evidence, including the gathering, extraction and reporting of evidence and cell site analysis/phone attribution. • Thorough and up to date knowledge and experience in relation to relevant legislation relating to the role, including Police and Criminal Evidence Act (PACE) 1984, Criminal Procedures and Investigation (CPIA) Act 1996, • Demonstrable knowledge of the Gangmasters (Licensing) Act 2004, powers of officers within the Act and their correct use. • Experience of attending Crown Court, Magistrates' Court, Civil Hearings and Appeal Hearings and giving evidence as required • Experience of making applications for search warrants or other orders to the court, under the direction of the SIO, ensuring that searches of premises are conducted lawfully and safely. |
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