

# Spot the signs

Modern slavery is a global problem affecting millions of people worldwide. Anyone can become a victim of exploitation, forced to work for little or no pay. Victims are controlled by force, threats, coercion, fraud and deception.

Find out more about the signs that can indicate labour exploitation or report an issue at [www.gla.gov.uk](http://www.gla.gov.uk).

## The GLAA

The Gangmasters and Labour Abuse Authority is a UK government agency. Our role is to protect workers from exploitation through prevention, regulation and enforcement.

We investigate forced and compulsory labour, modern slavery, human trafficking and unlicensed activity throughout the UK. We raise awareness of labour exploitation and promote workers' rights.

We have helped multiple workers in the care sector who have been exploited at work, ensuring they receive the pay and conditions they are entitled to.

Visit [www.gla.gov.uk](http://www.gla.gov.uk) for information and resources.

To report a concern about worker welfare, go to the 'Report issues' page or contact us.



## Contact us

for **advice**, **assistance** or to **report** an issue

- 📞 Call the GLAA contact centre: 0800 432 0804
- 📞 Call the modern slavery & exploitation helpline: 0800 012 1700
- 📞 Call Crimestoppers: 0800 555 111

# Applying for a job in the **UK ADULT CARE** sector?



Here's what you need to know before you go



Gangmasters &  
Labour Abuse Authority

Stopping worker exploitation



# Before you travel to the UK

If you are thinking of working in the UK it is important to understand the recruitment process and your employment rights so you do not become a victim of labour exploitation. **Before you travel to the UK, check:**

## Do you have a certificate of sponsorship?

Your sponsor will need to apply for a Certificate of Sponsorship (CoS) before you can apply for a visa to work in the UK. This is a record of your details and the job you will be doing.

They will need a licence to apply for a CoS, you can check who has a licence at [www.gov.uk/government/publications/register-of-licensed-sponsors-workers](http://www.gov.uk/government/publications/register-of-licensed-sponsors-workers).

Your sponsor is responsible for checking you are eligible to work in the UK, so they will need to make sure you meet all the criteria first. They can help you apply for a visa but any advice must be free of charge, you should not pay for any help or services you receive.

## Do you have a UK Health and Care Worker visa?

You can apply online at [www.gov.uk/health-care-worker-visa](http://www.gov.uk/health-care-worker-visa), where you'll find all the information you need including:

- how to check your job is eligible
- how much the visa will cost
- what documents you will need to apply

## Does the job exist?

Contact the company you'll be working for by phone or online to make sure.

## Have you paid any fees to get the job?

You do not need to pay a fee for employment within the UK. It is against UK law for an agency to charge you a work finding fee.

# Starting your job in the UK

## Your employment rights



Your conditions of employment will be set out in the 'principal statement' you receive on your first day at work.



You must be paid at least the National Minimum Wage - check at [www.gov.uk/national-minimum-wage-rates](http://www.gov.uk/national-minimum-wage-rates).



You should receive a payslip when you are paid which shows your wages and any deductions you have agreed to.



Your wages should be paid into your bank account, on the agreed date.



Check the rest breaks you are entitled to at [www.gov.uk/rest-breaks-work](http://www.gov.uk/rest-breaks-work).



Check your holiday and sick pay entitlements at [www.gov.uk/browse/working/time-off](http://www.gov.uk/browse/working/time-off).



Your accommodation should be a good standard and you should not be charged too much for it, or for utility bills.



Your employer is responsible for your health and safety at work. You should have training before starting your job, which you must be paid for, and be given any protective equipment that you need.

## Your employer cannot:

- restrict your movements
- keep your identification or passport
- force you to work extra hours without payment
- withhold your wages
- deport you.