



Home Office

Premises Licence Review

Gana Restaurant
24 Ealing Road
Wembley
HA0 4TL

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Case Summary

On 08 September 2023, the West London ICE team visited Gana Restaurant, 24 Ealing Road, Wembley, HA0 4TL after intelligence was received that the business was employing illegal workers. Entry to the premises was gained under Section 179 of the Licensing Act 2003.

Five arrests were made, and it was found that two of the employees were sleeping above the premises which appeared to be a converted storeroom.

A referral has been made to the Civil Penalty Compliance Team in relation to the illegal working which is currently pending.

A previous visit was made on 02 February 2019 where two illegal workers were encountered.

Licensed Premises History

The premises license number is 160630 and is held by Mr Jesudasan Santhampillai. The start date of the license is shown as 24 November 2005.

The DPS is also Mr Jesudasan Santhampillai, personal licence number: 06JS-00AQ-H4RN-WHTY. The issuing authority is London Borough of Harrow. The DPS has been in place since 04 April 2012.

The license permits the sale of alcohol from 11:00 – 23:00 from Monday to Saturday, 12:00 – 22:30 on Sunday.

The premises is registered with Companies House as Gana Restaurant Wembley Ltd, (Company Number: 14922791) with a registered address of 24 Ealing Road, Wembley, HA0 4TL.

The director listed is Selestin Siloja Sebastiampillai.

Enforcement Visit: 15 September 2023

Entry was gained to the premises at 13:45hrs. Upon entering, immigration officers encountered the following workers:

████████████████████

██████████ was encountered in the kitchen area and immigration officers noted that he attempted to walk towards the rear door at the presence of officers. ██████████ was questioned about his role in the business and replied that he is a general helper.

Home Office records showed that ██████████ was an overstayer with no right to work. ██████████ had originally entered the UK on a visit visa valid for six months in 2018 with no right to work. ██████████ had no pending applications as of 15 September 2023 and he does not hold the right to work in the UK.

When questioned by immigration officers ██████████ initially stated that he had been working for two days and later admitted that he had been working at the premises for six months as a helper doing whatever jobs needed doing. ██████████ stated that he has no set working pattern and reports to whoever is in charge on the day for duties. ██████████ stated he usually works three to four hours a day and is paid in cash £40 to £50 per day.

██████████ confirmed that he did not show any right to work documents prior or during his employment and the employer have not asked to see his right to work documentation.

████████████████████ was arrested under Sch 2 Para 17(1) of the Immigration Act 1971 as a person liable to be detained under Para 16 of Schedule 2 of the same act. He was offered voluntary departure but refused due to wanting to stay and work. ██████████ has no leave to remain in the United Kingdom or right to work.

████████████████████

██████████ was encountered in the kitchen area and stated to immigration officers he had a visa but didn't provide any evidence of this.

Home Office records revealed ██████████ had been granted leave to enter the UK as a student from 30 December 2021 to expiry on 15 May 2023 with the right to work for 20 hours during term time. Further examination revealed that ██████████ had not enrolled for his student course and his visa was curtailed and expired on 03 May 2023. He made no applications to regularise his stay and has no right to work in the UK in line with his visa curtailment.

██████████ stated to immigration officers during questioning that he had worked at the premises for more than one year preparing the food. He worked 4 days per week from 12:00 to 20:00hrs and was paid approximately £280 a week into his bank account. ██████████ stated that he does not pay income tax and he did not show

any right to work documents before or during his employment and confirmed he was employed by [REDACTED]

[REDACTED] was arrested under Sch 2 Para 17(1) of the Immigration Act 1971 as a person liable to be detained under Para 16 of Schedule 2 of the same act. He was offered voluntary departure but refused due to wanting to stay and work. [REDACTED] has no leave to remain in the United Kingdom or right to work.

[REDACTED]

[REDACTED] was encountered in the kitchen area preparing food wearing stained clothing. [REDACTED] was questioned about his role in the business and replied that he does not work but helps.

Home Office records indicate that [REDACTED] had entered on a visit visa valid for six months from 14 April 2023 to 14 October 2023 with no right to work.

When questioned by immigration officers [REDACTED] maintained that he did not work at the premises but visits his cousin who works in the kitchen and occasionally helps out. He stated that he was helping put away the deliveries and claimed that he is not paid but gets food in return for helping.

[REDACTED] was arrested as a worker in breach of his visa conditions under Sch 2 Para 17(1) of the Immigration Act 1971 as a person liable to be detained under Para 16 of Schedule 2 of the same act. He was offered voluntary departure and will work with Home Office officials to return back to India. [REDACTED] has no leave to remain in the United Kingdom or right to work.

[REDACTED]

[REDACTED] was encountered in a basement stock room area whilst restocking the soft drinks. Home Office records indicated that [REDACTED] was granted a business visit visa valid for six months from September 2022 to March 2023 with no right to work. [REDACTED] made no further applications to regularise his stay in the UK after his visa expired. Therefore, [REDACTED] is an overstayer in the with no right to work in the UK.

When questioned by immigration officers [REDACTED] claimed he had been working as a waiter at the premises for four months. He worked four day a week between 5 to 10 hours per day. [REDACTED] stated he is paid £6.50 per hour and receives £270 to £300 per week in cash and is paid by Mr [REDACTED].

The following answer was given during interview to a question regarding right to work checks conducted by the business, "[REDACTED] asked about my immigration status, I told [REDACTED] that I have a visit visa and he said I can work. I did not provide any copy of my visa or ppt."

██████████ confirmed that he has not provided any right to work documents to his employer or right to work checks conducted prior to commencing work. ██████████ admitted to officers that he did not have leave when he started working at the premises which suggests he has been working at the premises for longer than four months as claimed.

██████████ was arrested under Sch 2 Para 17(1) of the Immigration Act 1971 as a person liable to be detained under Para 16 of Schedule 2 of the same act. He was offered voluntary departure but refused due to wanting to stay in the UK. ██████████ has no leave to remain in the United Kingdom or right to work.

██████████
Immigration officers encountered ██████████ whilst working in the kitchen area. Home Office records indicate that ██████████ was granted a visit visa valid from 15 April 2022 to 15 April 2024 with no right to work.

██████████ stated that he had been working at the premises for four months as a chef. He works five days a week from 12:30pm to 01:30am. He stated that he is paid £60 per day in cash and receives food and accommodation. He does not pay tax or national insurance and lives above the business premises.

He stated during questioning that he did not show any right to work documents before or during his employment and the employer have not asked to see his right to work documentation. Significantly he stated that his employer is aware that he does not hold the right to work in the UK but still offered him the job. He reports to ██████████ who tells him what tasks to do.

██████████ also informed officers that his brother-in-law (██████████) worked at the premises. ██████████ stated that his brother-in-law has been working 3 to 4 days per week for the past four months. It is considered that ██████████ attempted to deceive immigration officers by providing false information during his interview saying he was not working and only visiting his cousin and helping occasionally.

██████████ was arrested under Sch 2 Para 17(1) of the Immigration Act 1971 as a person liable to be detained under Para 16 of Schedule 2 of the same act. He was offered voluntary departure and is currently working with the Home Office to return to India. ██████████ has no leave to remain in the United Kingdom or right to work.

██████████ - Employer

██████████ arrived at the premises after the illegal working employee interviews were concluded. She informed immigration officers that she was the director of the company, and her husband ██████████ was running the restaurant and managed all staff. ██████████ stated that she did not know any of the employees that were identified as illegal workers as she was on maternity leave.

Enforcement Visit: 02 February 2019

Entry was gained to the premises at 16:17hrs under section 179 of the Licensing Act 2003. Upon entering, immigration officers encountered the following illegal workers:

████████████████████

██████████ was interviewed and stated to officers that he works when it's busy with catering events, helps with loading vans. He was given the job by ██████████ who is the boss. ██████████ stated that he is paid £10 - £12 for helping and is also given food. ██████████ also confirmed that the employer was aware that he did not hold the right to work in the UK. ██████████ did not hold valid leave or the right to work in the UK at the time of this visit.

████████████████████

██████████ stated to officers during questioning that she had worked at the premises for two days on training and her duties include taking orders over the phone, waitressing and managing the till. ██████████ confirmed that ██████████ employed her and stated that they requested for her ID but she did not provide this and told them that she would be receiving her BRP soon. ██████████ also stated that she was not being paid for her work during the training period. ██████████ was an illegal entrant and did not hold valid leave or the right to work in the UK at the time of this visit.

████████████████████ - Employer

██████████ identified himself as the owner and was interviewed by immigration officers.

When questioned in relation to ██████████ he stated that ██████████ does not work at the premises and just visits the restaurant and helps occasionally and he gives him food in return. When officers questioned if ██████████ received money for his work ██████████ stated that he gives him around £10 at times.

When questioned in relation to ██████████ he stated that she has only worked at the premises for around three days. ██████████ confirmed that ██████████ was on training until she provided him with her biometric card and was not being paid for any work done whilst training.

Reasons for Review

Section 36 and Schedule 4 of the Immigration Act 2016 amended the Licensing Act 2003 to introduce immigration safeguards in respect of licensing applications made in England and Wales on or after 06 April 2017. The intention is to prevent illegal working in premises licensed for the sale of alcohol or late-night refreshment.

When Immigration Enforcement attended the premises on 15 September 2023 five out of the total of six employees were illegal workers. Four workers admitted to working at the premises and one worker claimed to 'help occasionally'. During a previous visit on 02 February 2019 two illegal workers were encountered as well, thereby, making this business a repeat offender.

In this case, the license holder and its agents demonstrated complete disregard for immigration right to work compliance and understanding of the processes and responsibilities to conduct checks on the people they employ. Whether by negligence or wilful blindness, illegal workers were engaged in activity on the premises, yet it is a simple process for an employer to ascertain what documents they should check before a person can work. All employers are dutybound by law to conduct these checks, and guidance can be found on the GOV.UK website or by using a search engine. Additional information on how to conduct these checks is available online, this includes the Home Office's official YouTube page. The information is readily available. It is an offence to work when a person is disqualified to do so, and such an offence can only be committed with the co-operation of a premises licence holder or its agents.

The use of illegal labour provides an unfair competitive edge and deprives the UK economy of tax revenue. Illegal workers are often paid below the minimum wage (itself an offence) and National Insurance contributions are not made. In this case one worker stated that the employer pays him approximately £60 a day for working a 13 hour shift. Should this be the case, then the hourly wage works out to £4.62. The UK minimum wage at the time of the enforcement visit was £10.42. It was also ascertained that two of the employees were living in a room above the premises which appeared to be a converted storeroom and they confirmed that [REDACTED] allowed them to live upstairs. A key draw for illegal immigration is work and low-skilled migrants that are increasingly vulnerable to exploitation by unlawful enterprises, finding themselves in sub-standard accommodation and toiling in poor working conditions for long hours for remuneration below the National Minimum Wage.

Section 182 guidance at point 11.27 states that certain activity should be treated particularly seriously, and this includes employing someone who is disqualified from that work by reason of their immigration status in the UK. 11.28 of the guidance states that it is expected that revocation of the licence – even in the first instance – should be seriously considered.

Immigration Enforcement submits that for commercial reasons those engaged in the management of the premises employed an illegal worker and a warning or other activity falling short of a review is inappropriate; therefore, Immigration Enforcement has proceeded to a review.

Outcome Sought

The objective of the Licensing Act 2003 (the Act) is to provide a clear, transparent framework for making decisions about applications by individuals or businesses wishing to sell or supply alcohol or provide certain types of regulated entertainment and late-night refreshment.

There are four licensing objectives which underpin the Act, and which need to be taken into account and promoted throughout the licensing process.

The licensing objectives are:

- the prevention of crime and disorder
- public safety
- the prevention of public nuisance and
- the protection of children from harm

Gana Restaurant has been found employing illegal workers. This business has clearly failed to meet the prevention of crime and disorder objective. The license holder and its agents would have been aware of their responsibilities to uphold the licensing objectives as they are clearly defined as part of the premises license application.

Illegal working at the premises has been evidenced from 2019 and 2023, it is considered that a suspension of the license will only have a short-term effect. Similarly, changing the DPS is not considered a sufficient remedy as the license holder has been involved in facilitating the illegal working. Merely remedying the existing situation (for instance by the imposition of additional conditions or a suspension) is insufficient to act as a deterrent to the licence holder and other premises' licence holders from engaging in illicit activity by employing illegal workers and facilitating disqualified immigrants to work illegally.

Immigration Enforcement asks that the premises licence is revoked.

This submission and appended documents provide the licensing subcommittee with background arguments and information pertinent to that contention. These provide the sub-committee with a sound and defensible rationale as to why it should revoke the licence.

Appendix – Supporting Documents

Illegal Working-Employee [REDACTED]

Illegal Working-Employee [REDACTED]

Illegal Working-Employee [REDACTED]

Illegal Working-Employee [REDACTED]

Illegal Working-Employee [REDACTED]

Illegal Working-Employer [REDACTED]

QA [REDACTED]

Illegal Working-Employee [REDACTED]

Illegal Working-Employee [REDACTED]

Illegal Working-Employer [REDACTED]

Illegal Working-Employer [REDACTED]

Illegal Working - Employee

Details

Type of work	Visit		
Visit reference	[REDACTED]		
Created by	[REDACTED]		
ProntolD	[REDACTED] - Malaysia		
Subject CIDPID/CEPR	Unknown		
Subject name	[REDACTED]		
Subject DOB	[REDACTED]		
Subject nationality	Malaysia		
Subject gender	Male		
Time	14:35		
Created at geolocation	Easting	518040	
	Northing	184962	
Creation date	08-09-2023 15:24:08		

Language of Interview

What language is the interview carried out in?	Tamil
Interpreter used?	Yes
Details of interpreter	[REDACTED]
Does the individual understand the interpreter?	Yes

Obligation

How long have you been working at this Restaurant- Gana restaurant, 24 Ealing Road, Wembley, HA0 4TL.	I have been here working now for the last two days. I have been working here for only two days.
What is your job roles at Gana Restaurant?	I just take things here and there and help them out with any duties.
What days/ hours do you work each week at Gana Restaurant?	I dont come here regularly i just come and go.
Do you work the same hours/ days every week at Gana Restaurant?	No.
What days do you work then at Gana restaurant?	Whenever i leave from my other job then i come and help.
You have stated that you have only been working here at the restaurant	I have been working here for 6 months whenever i have time i come and work here.

for only two days yet you said before that "whenever i leave from my other job then i come and help" so how many days has he truthfully been working at Gana restaurant?	
Just to confirm you have been working at Gana Restaurant for the last 6 months?	Yes.
Control	
Who gave you this job at Gana restaurant, 24 Ealing Road, Wembley, HA0 4TL?	The guy who gave me the job is [REDACTED] he no longer works here.
What was [REDACTED] role here at Gana restaurant?	I dont know.
How do you know [REDACTED] ?	I know [REDACTED] through someone else.
Who tells you what days/ hours to work at Gana restaurant?	Nobody tells me when to come i just come and go if i need to help.
How do you know how to help?	[REDACTED] told me to come and help and he is the one who tells me to come and go.
But if [REDACTED] doesn't work here then how do you know how to help here then?	[REDACTED] said he can come and go whenever he wants.
Who do you report to when you come here?	Whoever who is in charge for example today [REDACTED]
Who tells you what tasks/ duties to do each day?	Whoever is in charge on the day whoever is the manager of the day.
Remuneration	
How are you paid (money, accommodation, food)?	Cash in hand.
If money, how much and how do you receive it?	It depends on how many hours i do in the day i work around 3 to 4 hours a day, £40-£50 a day.
Who pays you for the work you do here?	Whoever is there i dont work many days and whoever is behind the counter , [REDACTED] pays me if he is behind the counter or the boss.
What is the boss's name?	[REDACTED]
Is [REDACTED] who gave you the job or permission to work here?	[REDACTED] gave me the job.
How can [REDACTED] give you the job without [REDACTED] permission?	[REDACTED] used to work here he gave me a job.
Do you pay income tax or have a National Insurance number?	No i dont have a passport.


Pre-employment Checks

What name does the employer know you as at Gana Restaurant 24 Ealing road, Wembley, hA0 4TL.	██████████.
Did the employer check your right to work or immigration status before they offered you the job at Gana restaurant?	I dont work here regularly i only come here a couple of times so they did not check.
Did you show documents or share a code with the employer to prove your right to work before being offered the job? If so, what did you show and were they originals?	No.
Does your employer know you're not allowed to work in the UK?	No.

Additional Questions

Who else works here?	Everyone who is in the room. ██████████ ██████████.
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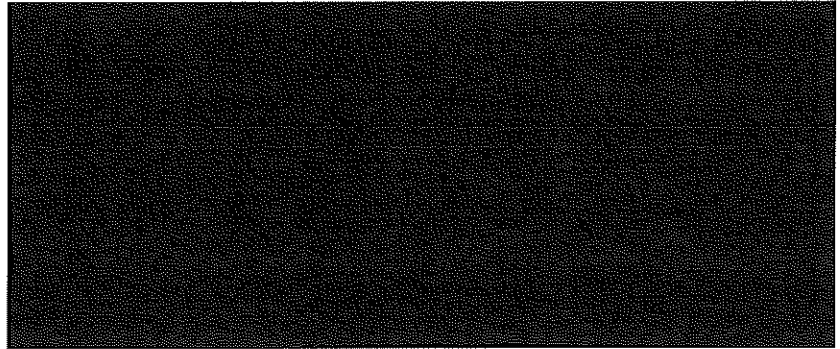
Photographs

pic	
	Exhibit Ref MW/0001

Declaration

I confirm that I have understood all the questions and that the details are true and correct.

Interviewee signature ([REDACTED]
[REDACTED])



08-09-2023 15:25:50

Observations

Observations Was working in the kitchen.

Do you suspect this person of illegal working? Yes

Illegal Working - Employee

Details

Type of work	Visit		
Visit reference	[REDACTED]		
Created by	[REDACTED]		
Prontoid	[REDACTED] - India		
Subject CIDPID/CEPR	[REDACTED]		
Subject name	[REDACTED]		
Subject DOB	[REDACTED]		
Subject nationality	India		
Subject gender	Male		
Time	14:39		
Created at geolocation	Easting	518041	
	Northing	184962	
Creation date	08-09-2023 14:39:04		

Language of Interview

What language is the interview carried out in?	English
Interpreter used?	No

Obligation

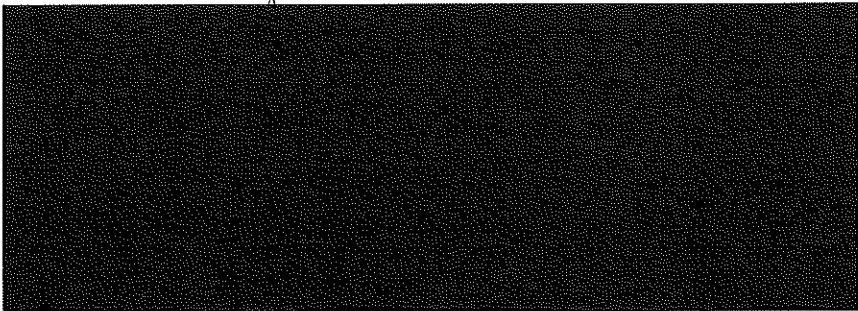
How long have you been working here at gana restaurant?	More than one year
What is your job role/ what are your duties?	I do the cutting and prepare in the kitchen.
What days/ hours do you work each week?	8hrs a day, 4 days, mon, fri, sat and sun. 12 till 8pm

Control

Who gave you this job (name and role in business)?	I just came and asked them
Who said it was ok to work here?	The boss who isnt here he is in sri lanka, [REDACTED]

Remuneration

How are you paid (money, accommodation, food)?	Wages direct to my bank account and i get food when i am working.
If money, how much and how do you receive it?	£9.00 an hr get paid weekly Approx £280 a week

Who pays you?	[REDACTED]
Do you pay income tax or have a National Insurance number?	No i dont pay tax but i have a national insurance number at home
Pre-employment Checks	
What name does the employer know you as?	[REDACTED]
Did the employer check your right to work or immigration status before they offered you the job?	No
Did you show documents or share a code with the employer to prove your right to work before being offered the job? If so, what did you show and were they originals?	They asked but i didnt show them.i told them i was applying for a visa
Additional Questions	
No details provided.	
Photographs	
No photographs.	
Declaration	
I confirm that I have understood all the questions and that the details are true and correct.	
Interviewee signature ([REDACTED]) [REDACTED]	 <p>08-09-2023 14:50:46</p>
Observations	
Observations	[REDACTED] was in the kitchen with 3 other males when i entered from rear cover.
Do you suspect this person of illegal working?	Yes

Illegal Working - Employee

Details

Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
ProntoID	[REDACTED] - India				
Subject CIDPID/CEPR	Unknown				
Subject name	[REDACTED]				
Subject DOB	[REDACTED]				
Subject nationality	India				
Subject gender	Male				
Time	14:15				
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Easting	518081				
Northing	184930				
Creation date	08-09-2023 14:15:41				

Language of Interview

What language is the interview carried out in?	Tamil
Interpreter used?	Yes
Details of interpreter	[REDACTED]
Does the individual understand the interpreter?	Yes

Obligation

How long have you been working at Gana restaurant	I don't work here, I been coming here for 6 or 7 times on Fridays after Mosque and help out
What is your job role/ what are your duties?	I was helping to put away deliveries
What days/ hours do you work each week?	I don't work here,my cousin lives close by and I visit him here
What days/ hours do you work each week?	I come here to go Mosque at 1 30 and another one at 2 30
Do you work the same hours/ days every week?	I don't work here I just help out sometimes

Control	
Who gave you this job (name and role in business)?	My cousin works here and he gives me food
Remuneration	
How are you paid (money, accommodation, food)?	I'm a businessman I have money
Do you pay income tax or have a National Insurance number?	I'm not doing anything here
Pre-employment Checks	
Does your employer know you're not allowed to work in the UK?	I don't know
What name does the employer know you as?	My cousin works in the kitchen, I'm not very friendly with the manager
Additional Questions	
Who else works here?	My cousin works in the kitchen
who else from this restaurant is working here?	I don't know anything about it,when I come here I mind my own business and I leave.
how many days a week does your cousin work here?	I don't know,I come here only on Fridays
Why is your cousin telling us that you are working here and you are saying you aren't?	Maybe because I sometimes come and ask him for money for alcohol and stuff that's why.
so you were encountered in the kitchen cleaning or cooking, can you explain this?	I just help out my cousin who works here
what do you get in exchange for helping?	I get food
does he understand that it is illegal to work in exchange for food?	No

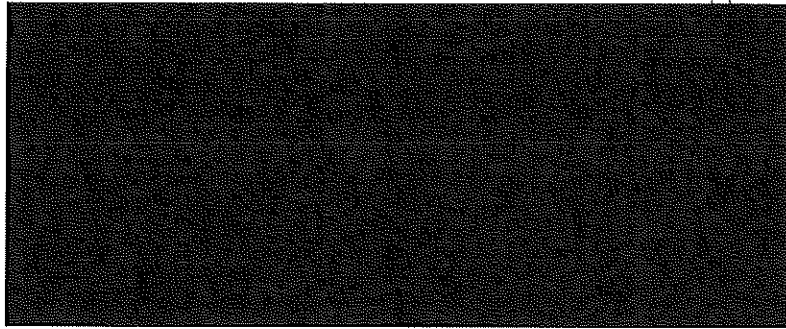
Photographs

No photographs.

Declaration

I confirm that I have understood all the questions and that the details are true and correct.

Interviewee signature ([REDACTED])



08-09-2023 15:41:32

Observations

Observations

Observed working in the kitchen/staff only area. He keeps saying he does not work here, however he was in the kitchen, in dirty clothes and preparing food. His cousin who admitted to working in the premises, also said that the subject is also working. Mr [REDACTED] claims that is because he comes and asks him for money for alcohol.

Do you suspect this person of illegal working?

Yes

Management Checks Complete

Date management checks complete

17-09-2023 19:00:18

Reviewer(s)

[REDACTED]

Illegal Working - Employee					
Details					
Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
ProntoID	[REDACTED] - India				
Subject CIDPID/CEPR	Unknown				
Subject name	[REDACTED]				
Subject DOB	[REDACTED]				
Subject nationality	India				
Subject gender	Male				
Time	14:19				
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>518036</td> </tr> <tr> <td>Northing</td> <td>184962</td> </tr> </table>	Easting	518036	Northing	184962
Easting	518036				
Northing	184962				
Creation date	08-09-2023 14:19:04				
Language of Interview					
What language is the interview carried out in?	Hindi				
Interpreter used?	Yes				
Details of interpreter	[REDACTED]				
Does the individual understand the interpreter?	Yes				
Obligation					
How long have you been working at this business Gana Resturant, HA0 4TL	4 months				
What is your job role/ what are your duties?	I am working as waiter				
What days/ hours do you work each week?	I work 4 days a week. Normally I work 5-6 hours a day. When the restaurant is busy, I work 8 to 10 hours a day.				
Do you work the same hours/ days every week?	I work 4 days in weekdays. When the restaurant is busy, I work on weekend also.				
Control					
Who gave you this job (name and role in business)?	[REDACTED] gave me the job.He is the owner of this restaurant.				

Who tells you what days/ hours to work?	The owner [REDACTED] tell me the hours and days to work.
Who tells you what tasks/ duties to do each day?	My boss [REDACTED] tell me the tasks I need to do every day.
Remuneration	
How are you paid (money, accommodation, food)?	I am paid cash in hand. I am also provided foods.
If money, how much and how do you receive it?	I get £6.50 per hour. On average, I earn £270 to £300 a week.
Who pays you?	My boss [REDACTED] pays me
Do you pay income tax or have a National Insurance number?	No
Pre-employment Checks	
What name does the employer know you as?	[REDACTED]
Did the employer check your right to work or immigration status before they offered you the job?	Yes.when [REDACTED] asked about my immigration status, I told [REDACTED] that I have a visit visa and he said I can work. I did not provide any copy of my visa or ppt.
Did you show documents or share a code with the employer to prove your right to work before being offered the job? If so, what did you show and were they originals?	No
Does your employer know you're not allowed to work in the UK?	No I do not know whether my boss [REDACTED] knows it or not.
Additional Questions	
Who else works here?	At the moment we are 2 people working in the front of house. I do not how many people work in the Kitchen.
How did you get the job?	Once, I came for a food in this restaurant. I asked one of the employee: lady if they have any job for me in this restaurant. The lady referred me for this job. She is not working here at the present anymore as she revived a placement in Birmingham.
How do you know when to work in this restaurant?	My Boss [REDACTED] rings me whenever he nends me to work.
Did you start working here before you visit leave expired?	Intially, POI said I had a visit leave when I started working here.
But, you told me you started working here in this restaurant 4 months ago only. And your visit leave expired on 8	I did not had a leave when I started working here in this restaurant.

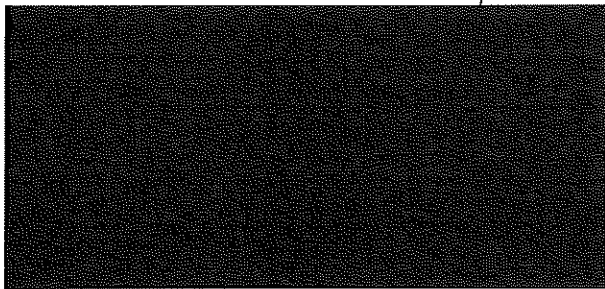
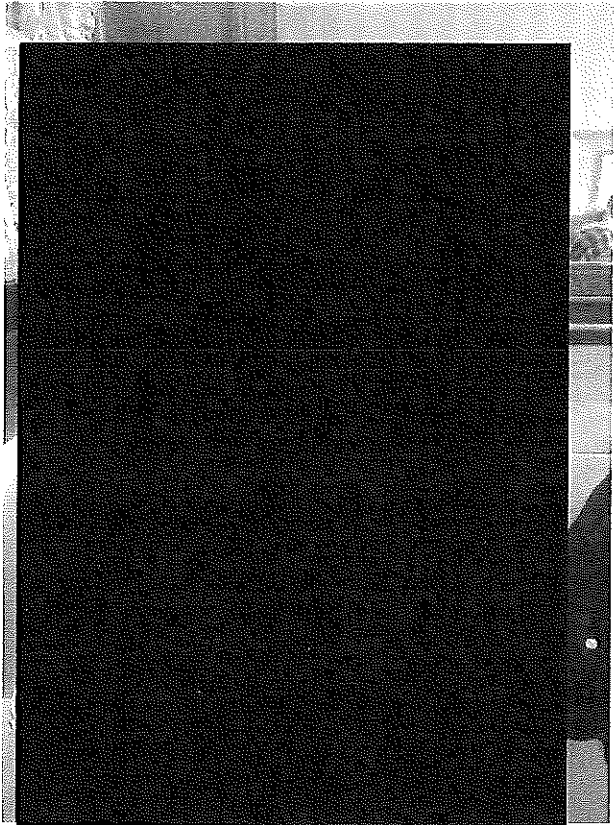
March 2023? Are you trying to provide false information	
Do you live with anyone who works here?	No I live on my own.
Photographs	
No photographs.	
Declaration	
I confirm that I have understood all the questions and that the details are true and correct.	
Interviewee signature ([REDACTED])	 08-09-2023 15:02:34
Observations	
Observations	When I encountered, POI was working in the basement of the restaurant stocking up a soft drinks.
Do you suspect this person of illegal working?	Yes

Photo 1



Caption photo
Exhibit Ref MB01

Illegal Working - Employee					
Details					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntolD	██ - India				
Subject CIDPID/CEPR	██████████				
Subject name	██				
Subject DOB	██████████				
Subject nationality	India				
Subject gender	Male				
Time	14:37				
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>518036</td> </tr> <tr> <td>Northing</td> <td>184970</td> </tr> </table>	Easting	518036	Northing	184970
Easting	518036				
Northing	184970				
Creation date	08-09-2023 15:04:04				
Language of Interview					
What language is the interview carried out in?	Tamil				
Interpreter used?	Yes				
Details of interpreter	██████████				
Does the individual understand the interpreter?	Yes				
Obligation					
How long have you been working at Gana restaurant?	About 4 months				
What is your job role/ what are your duties?	I make the food and I make roti				
What days/ hours do you work each week?	I work 5 days a week. I usually take Thursdays off and another day during the week. I work from 12.30pm until 1.30 am in the morning				
Do you work the same hours/ days every week?	Yes I do but I always have Thursday and another day off that other day off can change				
Control					
Who gave you this job (name and role in business)?	A guy called ██████████				

Who tells you what days/ hours to work?	The boss [REDACTED]
Who tells you what days/ hours to work?	The boss [REDACTED]
Who tells you what tasks/ duties to do each day?	[REDACTED]
Remuneration	
How are you paid (money, accommodation, food)?	Money and food and I live upstairs
If money, how much and how do you receive it?	I get paid £60 per day cash in hand weekly
Who pays you?	[REDACTED] the manager pays me
Do you pay income tax or have a National Insurance number?	No I don't have one
Pre-employment Checks	
What name does the employer know you as?	He knows me by my first name only of [REDACTED]
Did the employer check your right to work or immigration status before they offered you the job?	No
Did you show documents or share a code with the employer to prove your right to work before being offered the job? If so, what did you show and were they originals?	No
Does your employer know you're not allowed to work in the UK?	Yes he knows but he still gave me the job
Additional Questions	
Who else works here?	My sisters husbands brother his name is [REDACTED].
how long has he worked here	He has worked here for 4 months also dping 3 to 4 days a week

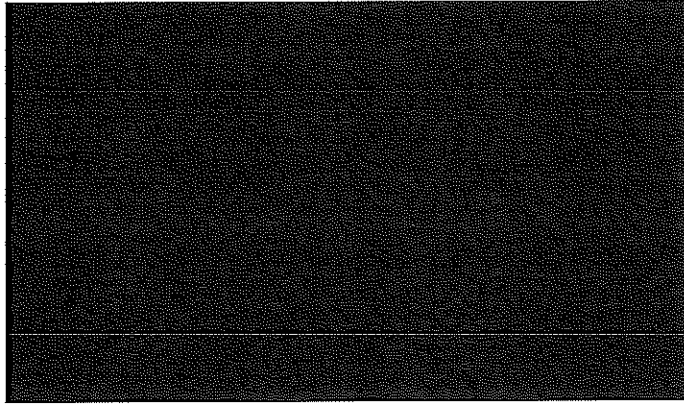
Photographs

No photographs.

Declaration

I confirm that I have understood all the questions and that the details are true and correct.

Interviewee signature ([REDACTED])

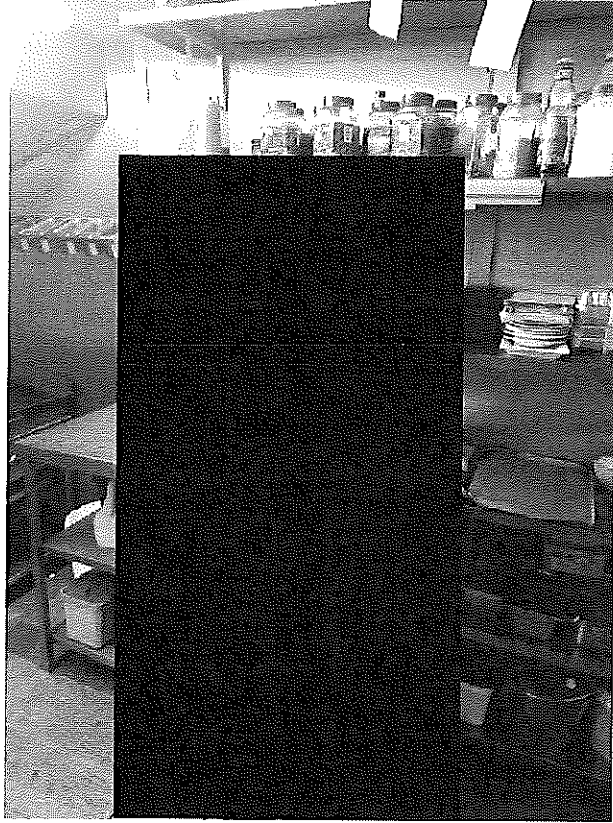


08-09-2023 15:04:25

Observations

Observations	Observed working in the kitchen when I entered the premises. I was in covert clothing
Do you suspect this person of illegal working?	Yes

Photo 1



Caption HA/01

Exhibit Ref HA/01

Illegal Working - Employer**Details**

Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
Prontold	[REDACTED] - India				
Subject CIDPID/CEPR	Unknown				
Employer	[REDACTED]				
Subject DOB	[REDACTED]				
Subject nationality	India				
Subject gender	Male				
Time	15:32				
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Easting	518043				
Northing	184962				
Creation date	08-09-2023 15:31:59				

Language of Interview

What language is the interview carried out in?	Tamil
Interpreter used?	Yes
Details of interpreter	[REDACTED]
Does the individual understand the interpreter?	Yes

Employer Details

What is the name of the business?	Gana Restaurant
What are the Companies House and VAT numbers of the business?	Company number 14922791 VAT number 285895435
What is your position here?	Company Director
How do you know [REDACTED]	I do not know him I have been off for 9 months only my husband knows him. I just had a baby a month and half ago I also have a 4 year old son.
what is your husbands name	[REDACTED]
what does your husband do at the restaurant	He runs the restaurant
Is your husband responsible for employing staff	Yes he usually takes care or everything, because I was on merternity leave.

Declaration by Employer	
I confirm that I have understood all the questions and that the details are true and correct.	
Subject has refused to provide a signature.	
Employer read the contents of the interview themselves	No
Contents read back to the employer in the language used during the interview	Yes
Observations	
Observations	Seen in the stock room packing and sorting

Q&A					
Details					
Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
Prontold	[REDACTED] - Malaysia				
Subject CIDPID/CEPR	[REDACTED]				
Subject name	[REDACTED]				
Subject DOB	[REDACTED]				
Subject nationality	Malaysia				
Subject gender	Male				
Time	20:50				
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Easting	511791				
Northing	174890				
Creation date	08-09-2023 20:46:15				
Language of Interview					
What language is the interview carried out in?	Tamil				
Interpreter used?	Yes				
Details of interpreter	[REDACTED]				
Does the individual understand the interpreter?	Yes				
Q&A					
what is your address?	24 Ealing Road, Wembley, HA0 4TL.				
Where is your mobile phone?	At the address on my bed.				
How many people live in this bedroom?	Three of us.				
What is the name of the person who has allowed you three to live upstairs?	[REDACTED]				
Where does the third person sleep as the room only looks like it can sleep 2?	The other one sleeps outside in the store room.				
Why did you not tell me before at the restaurant where you lived?	I did not know the address and did not understand?				

you had a tamil language interpreter who you stated you understood?	I did not understand what the interpreter asked.
I have explained the BAIL201, you must report to Eatom.house on 21/09/23 at 09:00hrs?	Yes i will.
Do you know the way home?	No.
Declaration	
Subject has refused to provide a signature.	
Interviewee read the contents of the interview themselves	Yes
Contents read back in the language used during the interview	Yes

Illegal Working - Employee**Details**

Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntolD	██ - LKA Sri Lanka				
Subject CIDPID/CEPR	██████████				
Subject name	██				
Subject DOB	██████████				
Subject nationality	LKA Sri Lanka				
Subject gender	Male				
Time	16:44				
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>518050</td> </tr> <tr> <td>Northing</td> <td>184960</td> </tr> </table>	Easting	518050	Northing	184960
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Northing	184960				
Creation date	02-02-2019 16:44:12				

Language of Interview

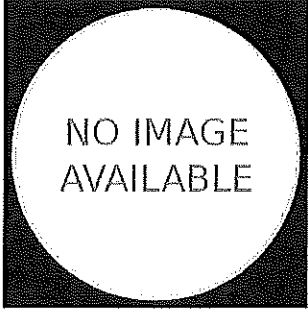
What language is the interview carried out in?	English
Interpreter used?	No

Obligation

How long have you been working here?	I come once every two months when it's busy or big catering event, I used to work here in 2013
What is your job role/ what are your duties?	I carry stuff to the van, load food for catering events
What days/ hours do you work each week?	No specific day just when there is no staff and They Are busy

Control

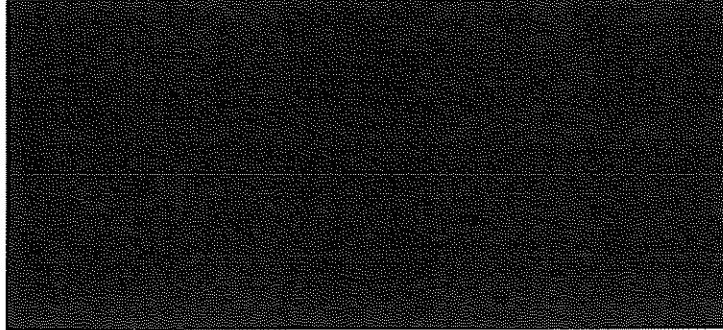
Who gave you this job (name and role in business)?	The boss ██████████
Who tells you what days/ hours to work?	██████████ does
Who tells you what tasks/ duties to do each day?	██████████ tells me what to do

Remuneration	
How are you paid (money, accommodation, food)?	Food and sometimes £10 - £12 pounds for helping
If money, how much and how do you receive it?	Cash in my hand £10 for helping
Who pays you?	██████ gives money and the kitchen people give me food
Do you pay income tax or have a National Insurance number?	No
Pre-employment Checks	
What name does the employer know you as?	He calls me ████████. He knows me by my name
Did you show documents before being offered the job? If so, what?	No
Does your employer know you're not allowed to work in the UK?	Yeah he knows but I have ID that says I can work. The asylum arc card has no expiry date
Additional Questions	
No details provided.	
Photographs	
worker	<div style="text-align: center;">  <p>NO IMAGE AVAILABLE</p> </div> <p>Exhibit Ref HA/01</p>

Declaration

I confirm that I have understood all the questions and that the details are true and correct.

Interviewee signature ([REDACTED])



02-02-2019 16:54:39

Observations

Observations

Do you suspect this person of illegal working?

Management Checks Complete

Date management checks complete 20-05-2019 14:08:31

Reviewer(s)

[REDACTED]

Illegal Working - Employee**Details**

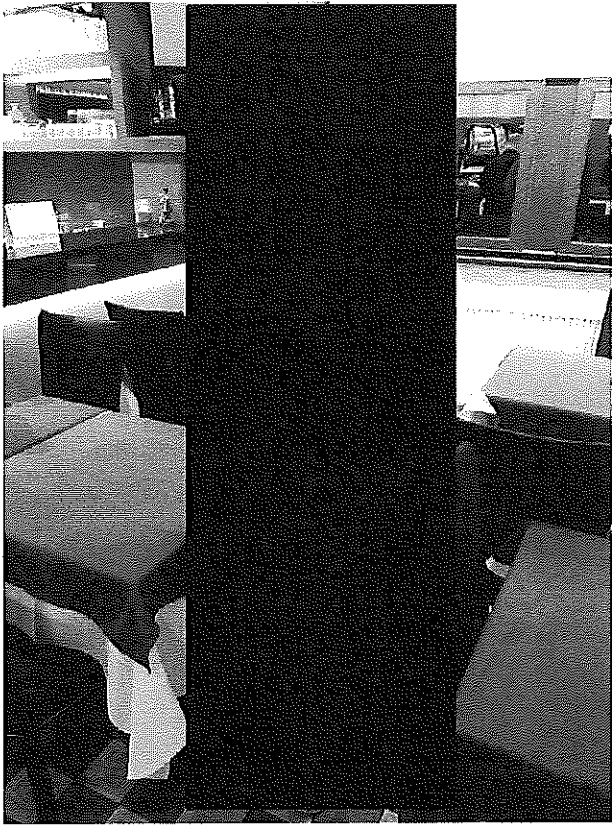
Type of work	Visit	
Visit reference	[REDACTED]	
Created by	[REDACTED]	
Prontold	[REDACTED] - LKA Sri Lanka	
Subject CIDPID/CEPR	[REDACTED]	
Subject name	[REDACTED]	
Subject DOB	[REDACTED]	
Subject nationality	LKA Sri Lanka	
Subject gender	Female	
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Creation date	02-02-2019 16:59:20	

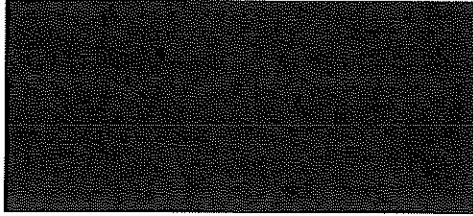
Language of Interview

What language is the interview carried out in?	English
Interpreter used?	No

Obligation

Are you fit and well to be interviewed	Yes
How long have you been working here?	2 days
What is your job role/ what are your duties?	Waitressing and managing the till as well as taking phone orders
What days/ hours do you work each week?	Yesterday at 10am till 6pm and today I started at 10am till 6pm.
How long will you be in on training?	We haven't discussed that
Who employed you?	[REDACTED]
Did he ask you for ID or to confirm you have the right to work?	Yes they asked for ID I said I don't have any. They asked if I have permission to work, I told them I should be getting my BRP card soon
How much will you be paid?	For training I'm not being paid. We have not discussed the pay yet.
Can you confirm you have understood all my questions asked to you in English?	Yes

Control	
No details provided.	
Remuneration	
No details provided.	
Pre-employment Checks	
No details provided.	
Additional Questions	
No details provided.	
Photographs	
illegal working photograph	

Declaration	
I confirm that I have understood all the questions and that the details are true and correct.	
Interviewee signature ([REDACTED])	 02-02-2019 17:01:00
Observations	
Observations	
Do you suspect this person of illegal working?	

Illegal Working - Employer

Details

Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
Prontold	[REDACTED] - [REDACTED] LKA Sri Lanka				
Subject CIDPID/CEPR	Unknown				
Employer	[REDACTED]				
Subject DOB	[REDACTED]				
Subject nationality	LKA Sri Lanka				
Subject gender	Male				
Time	16:41				
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Northing	184976				
Creation date	02-02-2019 16:40:48				

Language of Interview

What language is the interview carried out in?	
Interpreter used?	No

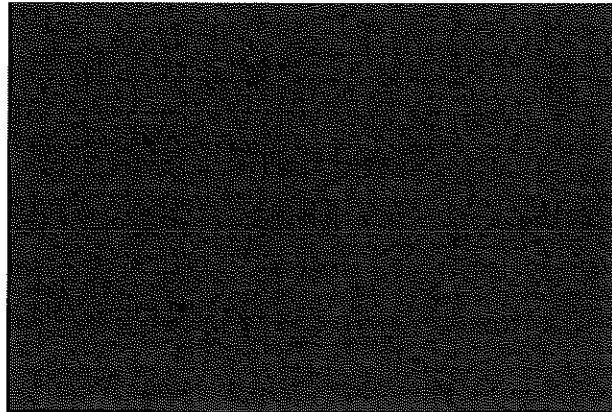
Employer Details

how long has [REDACTED] worked here?	He doesn't work here he comes for the restaurant,sometimes he doesn't have money so I gave him food.
What is the name of the business?	Gana restaurant registered as st Mary's ltd
What is your position here?	Owner
why is there messages on his phone Fri. you asking him to come in?	He doesn't have money so sometimes he helps me out and I give him food
what time did he arrive today?	I don't know I was in the kitchen I didn't see him today maybe he was sitting outside like always
when did he last come here ?	I think 2 weeks ago he goes to other places for food aswell he says he won't take it for free and wants to help
what does he do to help?	Picking up the plates and loading vans for outdoor catering
when did he 1st start helping for food?	I can't remember
so he doesn't receive money just food is that correct?	No I don't give him money,sometimes I give him £5 or£10+

Declaration by Employer

I confirm that I have understood all the questions and that the details are true and correct.

Signed by [REDACTED]



02-02-2019 16:52:06

Observations

Observations

Illegal Working - Employer**Details**

Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
Prontoid	[REDACTED] - [REDACTED] - LKA Sri Lanka				
Subject CIDPID/CEPR	Unknown				
Employer	[REDACTED]				
Subject DOB	[REDACTED]				
Subject nationality	LKA Sri Lanka				
Subject gender	Male				
Time	16:55				
Created at geolocation	<table border="1"> <tr> <td>Easting</td> <td>518038</td> </tr> <tr> <td>Northing</td> <td>184940</td> </tr> </table>	Easting	518038	Northing	184940
Easting	518038				
Northing	184940				
Creation date	02-02-2019 16:55:17				

Language of Interview

What language is the interview carried out in?	
Interpreter used?	No

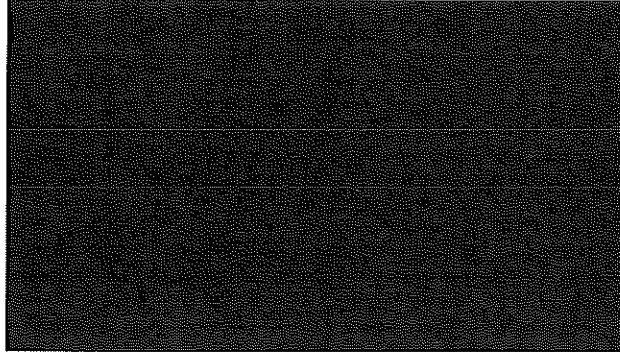
Employer Details

how long has [REDACTED] worked here?	Just 2 3 days she said she had been accepted by immigration and once she gets her biometric card she will bring it with her documents.
who gave her the job here?	Me
what is her role here?	She's a waiter,She's got accepted I know that for a fact.
how much does she get paid?	Nothing she's on trial until she shows me the biometric card.
do you provide her with food and accommodation?	Just food
how did she come about working here?	She came in and asked

Declaration by Employer

I confirm that I have understood all the questions and that the details are true and correct.

Signed by [REDACTED]



02-02-2019 17:02:35

Observations

Observations