



Home Office

Premises Licence Review

Exotic Sweet Centre Limited
262-264 Farnham Road
Slough
Berkshire
SL1 4XL

Contents

Case Summary	3
Licensed Premises History	4
Enforcement Visit dated: 05 September 2024.....	5
Reasons for Review	8
Outcome Sought	9
Appendix – Supporting Evidence	10

Case Summary

On 05 September 2024, the South Central ICE team visited Exotic Sweet Centre Limited, 262-264 Farnham Road, Slough, Berkshire, SL1 4XL, after intelligence was received that the business' owner was employing illegal workers.

Entry to the premises was gained at approximately 18:30hrs under Section 179 of the Licensing Act 2003. The officers encountered a total of nine employees of which three were identified as immigration offenders.

A civil penalty of £90,000 was issued to Exotic Sweet Centre Ltd on 12 November 2024 for employing two individuals who did not have the right to work in the UK. On 27 November 2024, Exotic Sweet Centre Ltd objected to the penalty. On 11 December 2024 it was decided to maintain the penalty of £90,000. The liable party has recently set up a direct debit instalment plan. No payments have yet been made.

Previous Enforcement Visits

An enforcement visit was conducted to the premises on 09 May 2013 where one individual who was an overstayer was arrested.

Licensed Premises History

The premises licence number is PL7373. The licence was issued by Slough Borough Council and has been held by Exotic Sweet Centre Limited c/o M Adams and Associates Limited, Southgate Office Village, 286c Chase Road, Southgate, N14 6HF. Exotic Sweet Centre Limited have held the premise licence since 20 August 2010. Deep RAO is listed as the Designated Premises Supervisor.

Exotic Karahi is listed on Companies House under the company name of Exotic Sweet Centre Ltd with the number 07118317. The company was incorporated on 7 January 2010, is currently active and Inderpaul RAO is the director, appointed on 7 January 2010.

The premises is licensed for the sale of alcohol for consumption on the premises only. Details as follow:

The times the licence authorises the carrying out of licensable activities:

Monday to Sunday 10:00am 11:00pm

The opening hours of the premises:

Monday to Sunday 10:00am 11:30pm

Enforcement Visit dated: 05 September 2024

Entry to the premises was gained at approximately 18:30hrs under Section 179 of the Licensing Act 2003. Immigration officers encountered the following individuals:

██████████

██████████ was encountered in the kitchen area wearing an apron (see images below).



Photo of ██████████ when encountered by the officers in the premises kitchen.

An illegal working interview was conducted with ██████████, during which she denied being employed at the premises. She claimed she was permitted to use the kitchen to cook for herself, stating that she did not “have the floor at home.” ██████████ acknowledged knowing the owner, Minie, but was unable to provide a contact number for her. Notably, the manager, ██████████, later stated that ██████████ was present at the restaurant for her first day of a trial shift with a view to potential employment.

Home Office records showed that ██████████ entered the UK in December 2010 on a visit visa which expired in May 2011. She overstayed her visa, and all subsequent applications to remain in the UK have been either refused or rejected. ██████████ has never held the right to work in the UK.

██████████

When the officers entered the premises, they observed ██████████ at the front of house cleaning and serving customers.

An illegal working interview was conducted with ██████████ where she stated that the day of the visit was her second day of trial at the premise. She worked as front of house serving customers and, in return, she was provided with free food at the end of the day. ██████████ stated that the manager, ██████████, was training her and telling her work schedule and tasks. Once the training was finished the employer would have considered to give her the sponsorship. It is to note, however, that the Designated Premises Supervisor, RAO, later stated that ██████████ worked at the restaurant for about a month.

Questioned about pre-employment checks ██████████ confirmed that the employer did not ask her for a documents or share code to conduct right to work checks.

Home Office checks showed that ██████████ entered the UK in September 2023 on a skilled worker visa valid until December 2026, with right to work exclusively for her sponsor. Her leave was curtailed to expire on 23 June 2024 since ██████████ had ceased to meet the requirements of her visa conditions. At the time of the visit, she was overstaying her visa and had no right to live and work in UK.

██

██████████ was encountered in the premises kitchen and wearing an apron. When he realised the presence of immigration officers he discarded the apron into the dishwasher.

An illegal working interview was conducted with ██████████ where he admitted helping at the restaurant in return for free food. ██████████ stated that his task was washing dishes and cleaning and that he did not help at the premises on a regular basis but only when required or when he was hungry *"There is no definite amount of time, if required one or two hours to get the food"*.

██████████ stated that Simona, the manager, gave him permission to help in return for food. It is to note that the manager ██████████ later stated that ██████████ would have worked on a fix schedule to replace another kitchen porter on holiday for 13 days and be paid the minimum wage.

Regarding pre-employment checks, ██████████ admitted that the employer did not ask a proof of his immigration status or for a share code and that they were aware about him not holding right to work.

Home Office checks show that ██████████ entered the UK in October 2009 on a family-visit visa which expired in April 2010, with no right to work. He overstayed his visa

and, after being encountered and arrested by immigration officers, he applied for leave to remain in UK. At the time of the visit, [REDACTED] had an outstanding application, and his bail conditions did not allow him to work.

Deep Singh RAO (Designated Premises Supervisor)

An illegal working employer interview was conducted with Deep Singh RAO, who identified himself as the Designated Premises Supervisor and stated that he was covering for his mother, Inderpreet RAO, on that day.

Regarding [REDACTED], RAO stated that she had been working at the restaurant as a waitress for approximately one month. He explained that she worked two days per week, four hours per day, as she was also employed by her sponsor. RAO mentioned that his mother had hired [REDACTED] and determined her working days and hours. While his mother was present, she managed [REDACTED]'s tasks; however, in her absence, RAO directed [REDACTED] on what to do. He also noted that [REDACTED] received free food at the end of her shifts in exchange for her work.

When questioned about [REDACTED]'s employment records, RAO stated that he only maintained records for sponsored employees on his laptop, as he handled this responsibility on behalf of his father. He was unable to provide information regarding pre-employment checks, indicating that his mother was responsible for employment matters.

[REDACTED] (Manager)

An illegal working employer interview was conducted with the manager, [REDACTED]. [REDACTED] stated that she had been off work that day and was therefore unable to carry out her usual checks.

Regarding [REDACTED], [REDACTED] explained that it was her first day at the restaurant. The plan was to recruit her on a part-time basis to cover for the chef and kitchen staff during their absences. [REDACTED] stated that, if hired, [REDACTED] would work every Thursday for four hours and be paid the minimum wage. When asked about pre-employment checks, [REDACTED] reiterated that she had been off that day and had not yet assessed [REDACTED]'s performance or reviewed her documentation, including her right to work, which she claimed to have requested.

Regarding [REDACTED], [REDACTED] stated that it was also his first day at the restaurant. He was intended to work as a kitchen porter for a temporary period of 13 days while the regular kitchen porter was on holiday. [REDACTED] confirmed that [REDACTED] was scheduled to work five days per week from 17:30 to 21:30 and would be paid the minimum wage. As with [REDACTED], [REDACTED] stated that she had not yet had the opportunity to review [REDACTED]'s documentation, including his right to work, due to her absence.

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.

Three illegal workers were encountered at Exotic Sweet Centre Limited, out of nine employees present, all of whom were observed actively working within the restaurant. There are significant discrepancies between the statements provided by the illegal workers and those given by the manager, [REDACTED], and the Designated Premises Supervisor, Deep Singh RAO.

For instance, [REDACTED] claimed that both [REDACTED] and [REDACTED] were on their first day at the restaurant and that she intended to conduct the appropriate checks later that day. However, both [REDACTED] and [REDACTED] admitted to being regular workers at the premises and confirmed that no one had requested documentation or a share code from them. Notably, [REDACTED] stated that the employer was aware of his lack of right to work, contradicting [REDACTED]'s claim that he had already been hired to cover for another chef for a 13-day period.

It is important to note that right to work checks are a legal requirement that must be completed before an individual begins any form of employment, including trial shifts or temporary roles. The timing of these checks is not discretionary and cannot be deferred to justify the presence of illegal workers on-site. The inconsistencies in the statements suggest an attempt to disguise non-compliance during an unannounced Immigration Enforcement visit. The evidence indicates that both the manager and the DPS were likely aware that these individuals did not have the legal right to work—and, in two cases, not even the right to reside—in the UK.

Furthermore, all three illegal workers reported receiving free food in exchange for their labour. RAO confirmed that [REDACTED] had worked at Exotic Karahi for one month and was provided with food at the end of each shift. For individuals without the legal right to work or reside in the UK, securing employment and meeting basic needs such as food can be extremely challenging. Employing such individuals and compensating them solely with food raises serious concerns about labour exploitation.

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 illegal workers and a warning or other activity falling short of a review is inappropriate; therefore, Immigration Enforcement has proceeded to 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.

Exotic Sweet Centre Limited, under the control of the licence holder has been found employing illegal workers. The DPS has also failed to uphold the licensing objectives. The licence 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 licence application.

Immigration Enforcement asks that the premises licence is **revoked**.

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 criminal activity by employing illegal workers and facilitating disqualified immigrants to work illegally.

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 Evidence

Encounter_████████████████████-Complete

Illegal_Working-Employee_████████████████████

QA_████████████████████

Encounter_████████████████████Complete

Illegal_Working-Employee_████████████████████)


QA_████████████████████)

Illegal_Working-Employee_████████████████████
██████████

Illegal_Working-Employer_Deep_Singh_Roa_(██████████

Illegal_Working-Employer_████████████████████

Encounter	
Details	
Type of work	Visit
Visit reference	[REDACTED]
Created by	[REDACTED]
ProntoID	[REDACTED] - India
Time	18:39
Created at geolocation	<div>Easting 496190</div> <div>Northing 181519</div>
Creation date	05-09-2024 18:38:02
Chosen Identity	
Identity source/type	Declared
Name	[REDACTED]
DOB	[REDACTED]
Gender	Female
Nationality	India
Country of birth	
Place of birth	
Languages	
Languages spoken	[REDACTED]
Interpreter used?	Yes
Interpreter details	[REDACTED]
Does the individual understand the interpreter?	Yes
Encounter	
Encountering officer	[REDACTED] - Officer
Is this encounter related to a Small Boats event?	No
Is this person the subject of the visit?	Yes
Where was the person located?	Located in the kitchen area
Declared immigration status	Dud not answer the question
How and when did the subject last enter the UK?	2010, I came as a visit to visit my mum as she was ill [REDACTED]
CIDPID/CEPR	[REDACTED]

Are there any vulnerabilities/trafficking/safeguarding issues?	No
Are you taking enforcement action?	Yes
References (Person ID, HO Ref, Port Ref, BRP)	[REDACTED]
Biographic search results	<p>Systems checked Person Check</p> <p>Result of checks</p> <p>Does the person have an open absconder status on Atlas Person Alerts? No</p> <p>Status returned by system checks</p>
Photo of Subject	
Do you want to take a photograph of the subject?	Yes
Powers used	Paragraph 18(2) Schedule 2 Immigration Act 1971
Photo of subject	 <p>photo</p>
Identity Documentation	
Document 1	Identity

	<p>Document type</p> <p>Document reference</p> <p>Issuing authority</p> <p>Document issue date</p> <p>Document expiry date</p> <p>Country of issue (if different from nationality above)</p> <p>Is the person the rightful holder of the document?</p> <p>Is the document falsified?</p> <p>Is the document in the possession of the Home Office?</p> <p>Suspected fraudulent</p> <p>In transit details</p> <p>Photos</p>
Notes	
No notes entered.	

Illegal Working - Employee

Details

Type of work	Visit
Visit reference	██████████
Created by	██████████
ProntoID	████████████████████ - India
Subject CIDPID/CEPR	██████████
Subject name	██████████████████
Subject DOB	██████████
Subject gender	Female
Subject nationality	India
Time	19:12
Created at geolocation	<div>Easting 496169</div> <div>Northing 181512</div>
Creation date	05-09-2024 19:11:59

Language of Interview

What language is the interview carried out in?	Gujarati
Interpreter used?	Yes
Details of interpreter	██████████
Does the individual understand the interpreter?	Yes

Obligation

How long have you been working at this business?	I'm not working here, I'm not allowed to work, I came here to make chapatis as I wanted to take with me
what days do you normally work	I'm not working
do you know the owner of the business?	I know only ██████████
who is Minie	The owner
What was she doing g in the kitcten today.	making chapati
you do not normally cook food for yourself in the business kitchen	Yes, because I do not have the floor at home

Control

Does she have ██████████ contact details	I dont have minies contact number.
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Remuneration	
No details provided.	
Pre-employment Checks	
No details provided.	
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.	
Subject has refused to provide a signature.	
Employee read the contents of the interview themselves	No
Contents read back to the employee in the language used during the interview	Yes
Observations	
Observations	Subject is not answering the questions truthfully. subject is dressed in apron.
Do you suspect this person of illegal working?	Yes

Photo 1



Caption

photo of person in apron with teatowel

Management Checks Complete

Date management checks complete 10-10-2024 13:36:34

Reviewer(s)

[REDACTED]

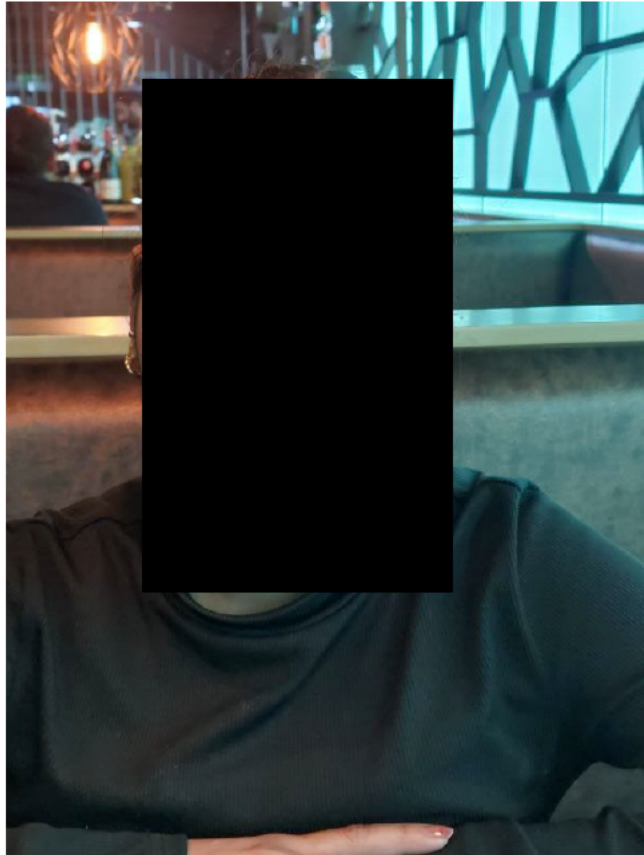
Q&A	
Details	
Type of work	Visit
Visit reference	[REDACTED]
Created by	[REDACTED]
ProntoID	[REDACTED] - India
Subject CIDPID/CEPR	[REDACTED]
Subject name	[REDACTED]
Subject DOB	[REDACTED]
Subject gender	Female
Subject nationality	India
Time	19:41
Created at geolocation	<div>Easting 496169</div> <div>Northing 181514</div>
Creation date	05-09-2024 19:41:20
Language of Interview	
What language is the interview carried out in?	Gujarati
Interpreter used?	Yes
Details of interpreter	[REDACTED]
Does the individual understand the interpreter?	Yes
Q&A	
you came to the UK as a visitor	I came to see my mum
as a visitor you are only allowed to be here for 6 months. do you know this	I dont know
so why have you stayed longer	To look after my mum, she is ill she has depression
so if you wanted to look after your mother, why have you made no attempts with the home office to stay in the uk	I have put in an application before
what was the outcome of the application	My uncle has done the application and said I have the right to stay as I am looking after my mum
how do you look after your mum	Everything, making food, giving baths, and feeding her
Does your mum work	No she is old

so what do you do for money	I'm supported by my uncle
what's your uncles name	████
Declaration	
Subject has refused to provide a signature.	
Interviewee read the contents of the interview themselves	No
Contents read back in the language used during the interview	Yes

Encounter	
Details	
Type of work	Visit
Visit reference	[REDACTED]
Created by	[REDACTED]
ProntoID	[REDACTED] - India
Time	18:42
Created at geolocation	<div>Easting 496165</div> <div>Northing 181512</div>
Creation date	05-09-2024 18:42:12
Chosen Identity	
Identity source/type	Declared
Name	[REDACTED]
DOB	[REDACTED]
Gender	Female
Nationality	India
Country of birth	
Place of birth	
Languages	
Languages spoken	English
Interpreter used?	No
Encounter	
Encountering officer	[REDACTED] - Officer
Is this encounter related to a Small Boats event?	No
Is this person the subject of the visit?	No
Do you suspect an immigration offence?	Yes
Why do you suspect the person of an immigration offence?	Intel states a partially named female , visit coinducted under S179 licencing act 2003, person is working on premises where Alcohol is being served. The person was seen in front of house cleaning and serving customers. person was wearing black trousers and black top. . this is linked to the licencing activity.
Where was the person located?	Front house serving customers.
Declared immigration status	Skilled worker visa

How and when did the subject last enter the UK?	
CIDPID/CEPR	
Are there any vulnerabilities/trafficking/safeguarding issues?	No
Are you taking enforcement action?	Yes
References (Person ID, HO Ref, Port Ref, BRP)	
Biographic search results	<p>Systems checked Person Check</p> <p>Result of checks Probable Overstayer</p> <p>Does the person have an open absconder status on Atlas Person Alerts? No</p> <p>Status returned by system checks</p>
Photo of Subject	
Do you want to take a photograph of the subject?	Yes
Powers used	Paragraph 18(2) Schedule 2 Immigration Act 1971

Photo of subject



PALLVI

Identity Documentation

Document 1

Identity

Document type

Document reference

Issuing authority

Document issue date

Document expiry date

Country of issue (if
different from
nationality above)Is the person the
rightful holder of the
document?Is the document
falsified?Is the document in the
possession of the Home
Office?

Suspected fraudulent

In transit details

	Photos
Notes	
No notes entered.	

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 gender	Female
Subject nationality	India
Time	19:16
Created at geolocation	<div>Easting 496166</div> <div>Northing 181520</div>
Creation date	05-09-2024 19:15:58

Language of Interview

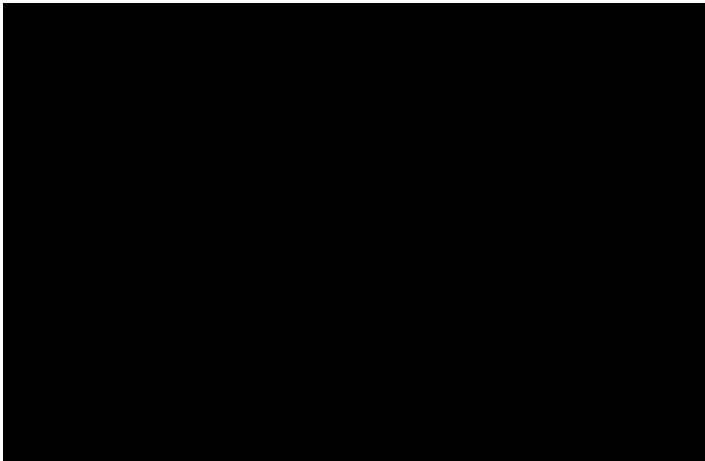
What language is the interview carried out in?	English
Interpreter used?	No

Obligation

How long have you been working at this business?	I am here for trial Wednesday, which was my first day for trial
What is your job role/ what are your duties?	Front house staff, I serve customers.
What days/ hours do you work each week?	1 - 2 hours.

Control

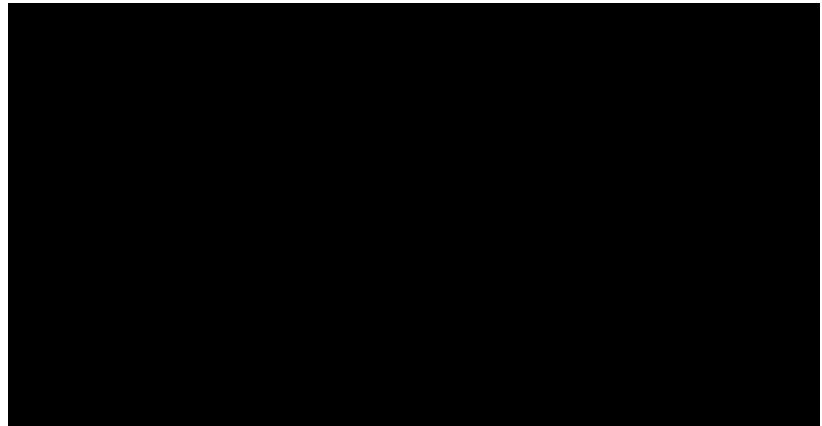
Who gave you this job (name and role in business)?	One of my friends referenced me to this place, I am here for trial I will change my sponsor.
Who tells you what days/ hours to work?	My manager, simona
Who tells you what tasks/ duties to do each day?	Before simona gave me training, if they like me they will give me sponsorship.
How much do you get paid ?	Not getting paid, I get free food at the end of the night

Remuneration	
No details provided.	
Pre-employment Checks	
Did the employer check your right to work or immigration status before they offered you the job?	No, they didn't ask. They didn't ask me for share code.
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]	
Observations	
Observations	<p>The person's sponsor has curtailed their visa in June 2024. Since June 2024, it has no right to be in the UK. Has no right to be working at exotic Karahi.</p> <p>The person was seen working in the restaurant as front house staff. The person stated she greets customers and serves customers. The person stated she has been on trial shift since Wednesday and does not get paid, however, does get food at the end of the night.</p>
Do you suspect this person of illegal working?	Yes

Q&A	
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 gender	Female
Subject nationality	India
Time	19:44
Created at geolocation	Easting 496164 Northing 181509
Creation date	05-09-2024 19:44:42
Language of Interview	
What language is the interview carried out in?	English
Interpreter used?	No
Q&A	
you said you work at [REDACTED] in Richmond. is there any dependants in that place you look after?	<p>I go morning time give them medical care, I go door to door. I have to go to my clients. If I don't give medication on one day, somebody else will give medication.</p> <p>I have called in sick before, my manager informed me I have to attend work beause they have no staff to cover me.</p>

Declaration

Interviewee signature (



05-09-2024 19:48:53

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 gender	Male
Subject nationality	India
Time	19:32
Created at geolocation	<div>Easting 496168</div> <div>Northing 181514</div>
Creation date	05-09-2024 19:32:06

Language of Interview

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


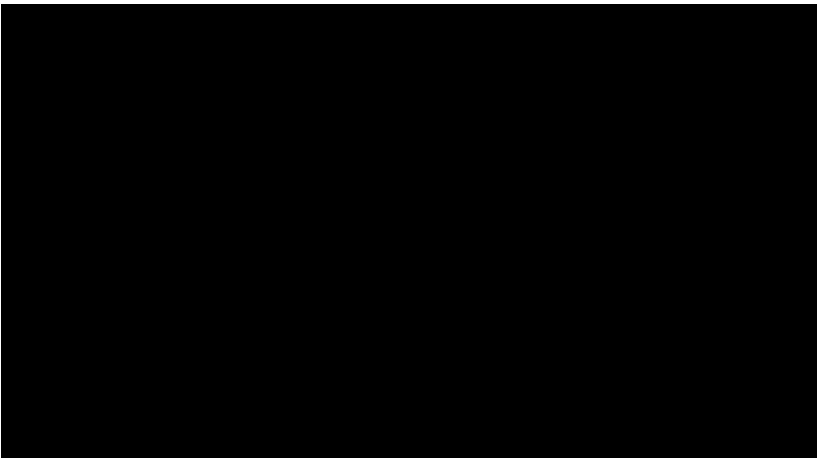

Obligation

How long have you been working or helping out at the exotic karachi?	I do not visit here frequently I only come when i am required. I only come when he is hungry, today i was hungry and they visited the place, and tgey insisted if i help out today they will guve me some food.
What is your job role/ what are your duties when you help out here?	I was dishes here and cleaning.
What days/ hours do you work or help out each week?	There is no definate amount of time, if required one or two hours to get the food.
Do you work the same hours/ days every week?	No

Control

Who said you could help out here at exotic karachi exchange for food?	Manager.
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Who is the manager?	██████
Does simona always say you can help out here in exchange for food?	Yes
Who tells you what tasks/ duties you are going to do when you help out?	Usually i ask the manager but if she is not here i ask anyone who is present
Remuneration	
what are you given for helping out here?	Food
Pre-employment Checks	
What name does the employer know you as?	
What name does the employer know you as?	██████
Did the employer check your right to work or immigration status before they offered you they let you help out here?	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 had informed honourably.

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 	 05-09-2024 19:50:39
Observations	
Observations	Was encountered in the kitchen, wearing an apron, he discarded his apron into the dishwasher when he realised the presence of an immigration officer.
Do you suspect this person of illegal working?	Yes
Management Checks Complete	
Date management checks complete	10-10-2024 13:41:50
Reviewer(s)	

Illegal Working - Employer**Details**

Type of work	Visit
Visit reference	[REDACTED]
Created by	[REDACTED]
ProntoID	[REDACTED] - India
Subject CIDPID/CEPR	Unknown
Employer	[REDACTED]
Subject DOB	[REDACTED]
Subject gender	Male
Subject nationality	India
Time	19:50
Created at geolocation	Easting 496169 Northing 181513
Creation date	05-09-2024 19:20:26

Language of Interview

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

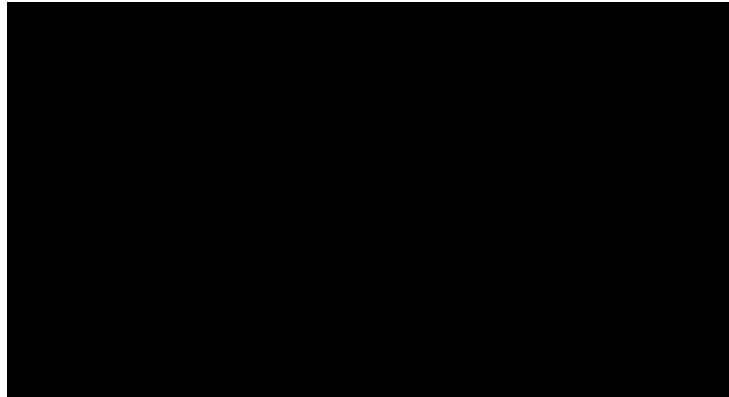
Employer Details

What is the name of the business?	Exotic Sweet Centre Limited
What are the Companies House and VAT numbers of the business?	Companies house: 7118317 VAT: 990954961
What is your position here?	Covering my mum and I am a DPS. I am on the payroll. Mum is Inderpreet Rao Dad is Inderpaul Rao

Declaration by Employer

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

Signed by Deep Singh Roa



05-09-2024 19:57:19

Employee - Pallvi Sharma

Known to employer as

Obligation

How long has the employee been working at this business?

Not sure how long but maybe 1 month

What is their job role/ duties?

Waitress

What days/ hours do they work each week?

She doesn't work much, maybe 2 days a week for 4hrs each day

Are their days/ hours the same every week?

It can vary, she has a job elsewhere but she is allowed to work 20hrs elsewhere. She is sponsored somewhere else

Control

Who gave the employee this job?

Probably my mother

Who tells them what days and hours to work?

Probably my mother

Who tells them what tasks or duties to perform each day?

Me because I am here otherwise it would be my mum.

Where are the employee records?

I have some on my laptop. I only have the ones we are sponsoring as I did that on my dad's behalf.

Remuneration

If the payment includes money, how much is paid?

I don't deal with the wages, I think it's just minimum wage

How is this employee paid – cash, bank transfer?

No idea

Does HMRC know that this employee works at your business?	I'm not too sure
does she get a payslip?	No idea
does she get anything else in return for her work?	No, just 1 meal in their shift
Pre-employment Checks	
Did you check the right to work or immigration status before you offered the employee the job?	I wouldn't have but I am sure my mum did
Did the employee share a digital code with you to enable you to check their right to work in the UK?	No idea
What documents did you ask to see and what were you shown before offering employment?	Definitely Passport but I dont deal with that side of things so I am not sure
Observations	
Observations	
Management Checks Complete	
Date management checks complete	23-09-2024 12:14:40
Reviewer(s)	

Illegal Working - Employer**Details**

Type of work	Visit
Visit reference	[REDACTED]
Created by	[REDACTED]
ProntoID	Other
Subject CIDPID/CEPR	Unknown
Employer	[REDACTED]
Time	19:30
Created at geolocation	Easting 496165 Northing 181519
Creation date	05-09-2024 19:30:08

Language of Interview

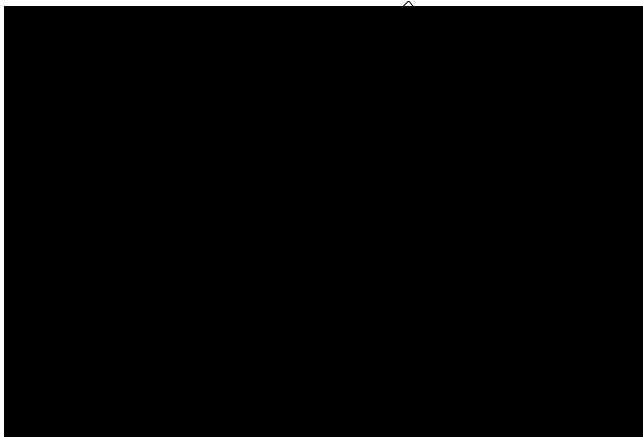
What language is the interview carried out in?	English
Interpreter used?	No

Employer Details

What is your position here?	Supervisor/manager
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Declaration by Employer

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

Signed by [REDACTED]	 05-09-2024 19:49:05
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Employee - Nilamben Odedara

Known to employer as	[REDACTED]
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Obligation	
How long has the employee been working at this business?	Today was supposed to be the first day. It was my day off, I was supposed to come and check everything but I have been off.
Was there an intention to take Nilamben on full time?	No, we already have a chef in the kitchen. In case the chef needed a day off, the plan was to take her on part time just to cover other workers days off. I had not had a chance to check her documents yet
What is their job role/ duties?	Chef/kitchen staff
What days/ hours were you planning for her to work each week?	Probably just Thursdays, 4hrs
Were the days/ hours going to be the same every week?	Yes
Control	
Who gave the [REDACTED] this job?	It would be me after I checked her documents
who told her to come to work today?	Me. This is a community, the customers recommended her to me so I told her to come Thursday
Who would be the person who tells them what tasks or duties to perform each day?	The more senior chefs
Remuneration	
what is the payment agreement going to be?	Based on her ability to work which I dont know yet. It would be paid by the hour, minimum wage
Is she going to be given anything for her work today?	I don't even know what she has been doing today and what work she completed
Pre-employment Checks	
Did you check the right to work or immigration status before you offered the employee the job?	I haven't been able to check her documents yet as I wasn't here
what documents have you requested to see?	Everything, work visa, passport, driving license, and right to work
do you ask employees for their check code?	Yes
Employee - [REDACTED]	
Known to employer as	
Obligation	
How long has the employee been working at this business?	First day. The kitchen porter planned a holiday to Romania so we needed someone to cover him for 13 days.
What is their job role/ duties?	Kitchen porter

What days/ hours do they work each week?	It would just be for 13 days whilst the actual kitchen porter is on holiday. Would just be starting from today. He would work today, Friday, Saturday Sunday. Monday would be day off. Then working Tuesday, Wednesday, Thursday, Friday, Saturday and Sunday. Then Monday would be again his day off. The. Then Tuesday the normal kitchen porter would be back and so Prafulkumar would not be needed anymore
How many hours was he going to work each day?	17:30 to 21:30
Control	
Who gave the employee this job?	Me. A customer recommended him to me. I asked for all the documents but I haven't seen them yet
Who tells them what days and hours to work?	Yes, I told the customer who recommended him and he told [REDACTED]
Who would be the person who tells them what tasks or duties to perform each day?	The chefs
Remuneration	
Has [REDACTED] been paid yet?	No
what is the payment agreement going to be?	Just minimum wage for the hours he would work
Pre-employment Checks	
Did you check the right to work or immigration status before you offered the employee the job?	I haven't had a chance to yet
what documents have you requested to see?	Check code, right to work, passport, driving license, BRP
Observations	
Observations	
Management Checks Complete	
Date management checks complete	23-09-2024 12:14:40
Reviewer(s)	[REDACTED]