

JAN 15

LAL AKASH 25-27 HIGH STREET, NEW MALDEN, KT3 4BY

PREMISES LICENCE: PL0178

ANNEX 2: Conditions consistent with the Operating Schedule

No 12 To be able to produce to the Police Officer or Home Immigration Officer proof of all compliance with "Home Office an employer guide to right to work checks" December 2014 issue or any subsequent issue. This proof to be produced within 24 hours.

No 13 To maintain on the premises a contemporaneous written record of the hours worked by all persons. Such records shall as a minimum cover the previous 4 working weeks and must be available to be produced on demand to the Police or Home Office Immigration Officer.

Notes:

1. There have been a lot of issues in relation to staff leaving during 2017 & 2018. At the beginning of January 2019 – there was no one left still in employment. Even the main chef who had worked since 2015 left in December 2018.
2. This was exacerbated further with a robbery at the premises in December 2018 and a severe downturn in business since the beginning of year 2019.
3. More recently on 10th March 2019, due to bad weather conditions, the premises have suffered from flooding which has taken nearly a week to address. During this period the premises remained closed to public.
4. Mr Jamirul Hoque (JM)- the premises owner/licence holder is under considerable pressure to save his business and is relying on help from his wife and his family members – not only to pay the monthly on-going expenses but to also help him out in the restaurant due to staff shortage.
5. Mr [REDACTED] came to the restaurant with a copy of his Portugal Passport looking for employment and was available to start immediately. At this time JM was desperate for staff and agreed to employ him on probation – until all his regulatory checks for right to work are carried out. It is unfortunate that the immigration officer visit on 21 February 2019 was on the following day and JM was not able to produce all the necessary evidence or the checks carried out.

Evidence of Managing the above Premises Licence Operating Conditions

1. Home Office Employer Guidelines for "Right to Work" checks and records to be maintained.
2. JM has received awareness training on how to carry out the necessary checks and what documents are required to be maintained for each staff employed. Demonstration of how to verify an individual's right to work using [REDACTED] has been carried out on Mr [REDACTED] and two other case studies to make him familiar with how to operate the online service.
3. JM has been able to provide the name and contact details of his Accountant. The Accountant has provided P11 stats for year 2017-18 & 2016-17 for all employees during this period.
4. JM has currently got evidence of 4 potential employees that he has carried out to date since the beginning of 2019.

[REDACTED] - UK passport holder ([REDACTED]) was interviewed on 17/02/19. [REDACTED] is employed on probation as from 27/02/2019. His last 3 weeks daily working hours are being recorded. Not confirmed on payroll yet.

[REDACTED] is a citizen of Romania. [REDACTED] ID, NI number and address checks have been done. After interview on 17/02/2019 [REDACTED] is offered full time employment starting 19/03/2019 for 6 days a week with an average of 6 hours a day. [REDACTED] has been asked to bring the passport and address proof on [REDACTED] first day. Notification will be sent to the accountant to put her on payroll.

[REDACTED] is a citizen of Italy. [REDACTED] ID, NI and address checks have been done. [REDACTED] has worked for Lal Akash from 01/10/2017 to March 2018. [REDACTED] has been offered an opportunity to come back and start work for day/times that are convenient for her.

[REDACTED] is a citizen from Bangladesh. [REDACTED] passport, UK Resident Permit and NI number including P45 have been checked. [REDACTED] was interviewed on 07/03/2019. [REDACTED] has been offered full time employment starting 19/03/2019 for 6 hours a day Thursday to Sunday.

5. See records for interviews carried out for potential candidates but not employed.