



Home Office

Premises Licence Review

Guildford Manor Hotel & Spa

Newlands Corner

Albury

Guildford

GU4 8SE

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Case Summary

On Wednesday 31 May 2023, immigration officers from the South-Central ICE team carried out an illegal working visit to Guildford Manor Hotel & Spa. Intelligence had been received stating that there were people employed with no right to work in the UK, as well as concerns relating to Modern Day Slavery.

This visit was conducted with police officers from Surrey Modern Slavery & Organised Immigration Crime Unit as well as police constables from Surrey Police.

The team entered the hotel at 08:03, entry was gained with a warrant obtained by the police under Section 8 of PACE and Immigration Enforcement were included on this warrant.

7 members of staff were at the premises both working in the hotel, and in the staff accommodation which is located within the hotel grounds. All had an immigration check run to determine their status in the UK.

2 workers were found to have no right to work in the UK.

All police and immigration officers had left the hotel by 12:15.

An enforcement visit was also carried out on the 24 November 2021 where 2 people were found to have no right to be working in the UK. A civil penalty fine of £20,000 was issued and was paid using the faster payment method. This reduced the fine to £14,000.

Licenced Premises History

The Premises Licence Number is 18624 and is held by Nahid Residential Limited.

The designated premises supervisor is Mr [REDACTED]. The personal licence was issued by Guildford Borough Council.

A copy of the license, including the licence activity times can be found on: https://mylicencegbc.guildford.gov.uk/registers/index.html?fa=licence_register&licence_id=18624&council_id=1

The business is registered as, Nahid Residential Limited, company number 08868452. Registered office address: [REDACTED]. Mr [REDACTED] is listed as a director along with two others ([REDACTED] and [REDACTED]).

Enforcement Visit dated: 31 May 2023

Entry was gained at the premises at 08:03 with a warrant issued under Section 8 of PACE.

Upon entry to the premises the following workers were encountered and interviewed thoroughly regarding their position at the hotel.

[REDACTED], Pakistan

[REDACTED] was hiding in one of the hotel rooms. He only made himself known to officers after police had advised Mr [REDACTED] that they would be opening all rooms to locate him after another resident in the staff accommodation had confirmed [REDACTED] was currently at work inside the hotel.

Home Office checks showed [REDACTED] was issued with a student visa valid from 15 January 2022 until 06 September 2023. This visa was issued with the condition that employment is only permitted up to a maximum of 20 hours per week during term time only.

Time sheets and duty lists were found in [REDACTED] bedroom in the staff accommodation. These evidenced that [REDACTED] was consistently working more than 20 hours per week, on average [REDACTED] worked 40 hours per week. The duty lists were from December 2022 to April 2023 (document "Freetext Sign time sheet 04" shows pay for December). This demonstrated that the employer is showing no regard to complying with the visa restrictions.

[REDACTED] told immigration officers that he works 20 hours per week as a cleaner, first stating that he only works Monday and Tuesday but did not want to say what times he worked, he then said he works 4 days a week when asked further questions regarding his employment.

[REDACTED] stated to officers that he had been working at the address for 'about a year'. He confirmed that he is employed by [REDACTED]

[REDACTED] was found to be working in breach of his visa conditions and therefore was working illegally at the hotel.

[REDACTED], Nepal

[REDACTED] was in staff accommodation at the hotel. Home Office checks conducted showed that [REDACTED] had entered the UK on a temporary work (seasonal work) migrant visa. This was valid between 05 September 2022 to 03 March 2023. Crucially, it must be noted that [REDACTED] made a claim for leave to remain on 21 January 2023. Making this claim removed any previous right to work. As of 21 January 2023, [REDACTED] had no right to work in the UK.

██████████ was fully interviewed by immigration officers using an Nepali interpreter, confirmed that he understood the interpreter. During the interview ██████████ stated –

‘I am not working, I am helping out with the gardening the manager asked me to come down’.

He was asked whether he receives any payment for his work and he said –

‘I don’t know, they said come and stay I don’t know about that’.

The immigration officer asked how he supports himself if he is not working, ██████████ answered:

‘sometimes I get food and money from the hotel as I help them with gardening and cleaning and I have money from before’

Immigration officer: ‘How often do you have to help out?’

‘About 2 to 4 hours per day and I get some money, it varies sometimes £100 sometimes £70 and I get some chicken and food from the hotel’

Immigration officer: ‘When you help out who tells you what tasks to do?’

‘My friend, the one who told me to come here, he is the manager of the hotel. Its an old lady, she speaks English.’

██████████ confirmed that he knows he is not allowed to work with his status in the UK.

Employer interview – ██████████

Immigration officers spoke with ██████████ who identified himself as a manager. Mr ██████████ thought that ██████████ had worked at the hotel for over a year and that he was on a student visa – although he didn’t check it himself. Mr ██████████ didn’t know how many hours ██████████ was permitted to work, the days he works or his rate of pay. When asked how much ██████████ pays for accommodation, Mr ██████████ said: I don’t know maybe £150 per month. It must be noted that ██████████ had stated that he gets free accommodation.

Mr ██████████ was then questioned about ██████████, the exchange is recorded below:

How long has ██████████ worked here? I think he's been here a week maybe 2 weeks

What documents did he show you for the right to work in the UK? I have not seen any documents my understanding is he is waiting for documents

What is his position here?	I don't think he's employed by the company yet
How much is he paid?	I don't think he is paid
Does he live in the staff quarters accommodation?	Yes
How much rent does he pay for the accommodation?	Doesn't pay rent
For the last 1 or 2 weeks of him working here what does he get?	I don't think he gets anything
Does he receive food and water?	He can get as much water as he needs and if there is food left over that gets taken to staff accommodation

████████ stated that he 'helped out' at the hotel doing gardening or cleaning. He is paid on an ad-hoc basis which varies from £70 to £100. He was also found in the staff accommodation yet stays there for free which is consistent with other employees. In addition, right to work checks are to be conducted prior to employing an individual. While Mr ██████████ states that ██████████ isn't employed, it is clear that ██████████ is living at the hotel rent-free and receiving money in exchange for gardening and cleaning. It is considered that ██████████ ██████████ was being employed at the premises.

Enforcement Visit dated: 24 November 2021

Immigration Enforcement officers and Surrey Fire and Rescue, carried out an enforcement visit to the Guildford Manor Hotel & Spa, Newlands Corner, Guildford, Surrey, GU4 8SE.

Entry was gained via a Schedule 2 Paragraph 17(2) warrant obtained from South East Region Magistrates Court. Entry was gained at 10:40. The warrant was initially handed to the receptionist and the officer in charge (OIC) spoke to the owner, [REDACTED] over the phone at the time of serving the warrant. It was explained to Mrs [REDACTED] that the officers were carrying out an enforcement visit on the basis of intelligence received that illegal workers were being employed.

Mrs [REDACTED] enquired how long officers would be speaking to her staff and asked whether she needed to attend. She was advised that her attendance was not mandatory.

2 arrests were made during the visit and both individuals were interviewed fully regarding illegal working and their duties at the hotel.

[REDACTED], Georgia

[REDACTED] was located in the staff accommodation. Home Office checks showed that he entered the UK illegally, he was served with the requisite paperwork for illegal entry. [REDACTED] had no right to work in the UK. A Russian interpreter was used to conduct an illegal working interview. [REDACTED] confirmed that he understood the interpreter and also confirmed that his answers to the questions were accurate.

[REDACTED] worked as a gardener and tools for the role were found in his room. He admitted to have started working there '3 years ago'. He confirmed that he is employed by [REDACTED] and [REDACTED]. Officers asked what days he worked, and he said 'Tuesday to Sunday, I have Mondays off'. He said he does not have a uniform and wears his own clothes, he is also paid in cash.

[REDACTED] was asked whether Andy knows he is not allowed to work in the UK. He answered 'No he doesn't know' and then when asked if he showed his passport, he replied 'No, I just told him I need a job'.

[REDACTED], Georgia

[REDACTED] was found in the kitchen area washing dishes. Immigration Officers introduced themselves and [REDACTED] confirmed that he was working. Home Office checks showed that [REDACTED] had entered the UK illegally and was not entitled to be working.

██████████ admitted to working at the hotel for about 1 year as a kitchen porter. He was working between 8-10 hours per day, 'doing the dirty jobs', 'from Monday to Saturday 0900-1400 and 1800-2300'.

When asked who tells him when to work he said 'someone called ██████ who is a female I think she is manager'.

He was also asked how he was paid to which he answered 'only cash in hand, I wanted them to send me money through bank account but they didn't want to'.

He confirmed to the immigration officer that he showed ██████ a Latvian ID card (in the identity of ████████████████████████████████). He didn't think that the employer did any checks to see whether he was allowed to be working in the UK.

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.

The license holder, Nahid Residential Limited has deliberately overlooked the rules and laws in place to prevent crime and disorder.

There were two illegal workers encountered at the premises in 2023 and two illegal workers previously in 2021 for which a £20,000 civil penalty fine was issued. The premises did not challenge the fine and chose to pay it in full on 11 February 2022. A faster payment option was applied which brought the fine down to £14,000. It is considered that the premises was sanctioned and did not improve their practises, they continued to employ illegal workers and therefore their license should be reviewed.

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.

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 straight 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

The Guildford Manor Hotel and Spa under the control of Nahid Residential Limited [REDACTED] has been found employing illegal workers on two separate occasions. This business has clearly failed to meet the prevention of crime and disorder objective.

The first visit in November 2021 resulted in a civil penalty fine for employing illegal workers. The premises paid this fine for failing to conduct the proper checks on their staff.

The premises was re-visited 18 months later, and they have clearly failed to rectify their practices as two further illegal workers were found.

The hotel employs several staff across various disciplines including reception, the restaurant and kitchen. 3 out of 4 workers encountered in both visits have been employed as gardeners. The premise has legally employed staff who work in customer facing roles and seemingly ignore the right to work checks for staff who work in non-public facing roles in the grounds. In addition, it is clear from interviews with those encountered that the gardeners are being paid in cash while [REDACTED] was paid on the books.

The premises has demonstrated an inconsistent approach to ensuring the correct checks are made before employing staff. The license holder would have been aware of their responsibilities to uphold the licensing objectives as they are clearly defined as part of the premises license application, ie. the right to work checks and keeping records for audit purposes.

Immigration Enforcement has submitted that the license holder clearly knew the rules and responsibilities of employing people. Conducting these checks is a simple task and should be part of their business-as-usual practices. Guidance is available online and the Home Office have published "[Right to work checks: an employer's guide](#)" which can be found on the .Gov website. Additional information on how to conduct these checks is readily available online, this includes the Home Office's official YouTube page which gives a step-by-step video on how to conduct the checks. The

information is readily available; however, the license holder has deliberately overlooked the rules and laws in place to prevent crime and disorder.

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 payments are not paid. The main draw for illegal immigration is work and low-skilled migrants are increasingly vulnerable to exploitation by criminal enterprises; finding themselves in appalling accommodation and toiling in poor working conditions for long hours for little remuneration.

A firm response to this criminal behaviour is required to ensure that the licence holder and/or its agents are not allowed to repeat the exercise and in particular, in the interests of the wider community to support responsible businesses and the jobs of both UK citizens and lawful migrants. It is also required to act as a deterrent to others who would otherwise seek to seek an unfair competitive advantage, exploit workers and deny work to the local community, evade the payment of income tax and (unlawfully) inflate their profits to the expense of others.

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. 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.

Annex A – officer records

Freetext_Encountered_Pakistani_male_with_a_student_visa._He_stated_he_only_w
ork_20_hours_a_week,_ho

Illegal_Working-Employee

Illegal_Working-Employee

Illegal_Working-Employee

Illegal_Working-Employer

Illegal_Working-Employer

Illegal_Working-Employer

Illegal_Working-Employer

QA

QA

Freetext_Sign_time_sheet ()-Completed

Freetext_Staff Rotas)-Completed

Encounter)-Complete

Encounter)-Complete

Encounter)

Encounter

QA

QA

QA

Photographs:

Freetext Sign time sheet 01

Freetext Sign time sheet 02

Freetext Sign time sheet 03

Freetext Sign time sheet 04

Freetext Sign time sheet 05

Illegal Working - Employee

Details

Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	██████████ - Pakistan				
Subject CIDPID/CEPR	Unknown				
Subject name	██████████				
Subject DOB	██████████				
Subject nationality	Pakistan				
Subject gender	Male				
Time	10:12				
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Easting	504564				
Northing	149780				
Creation date	31-05-2023 10:11:55				

Language of Interview

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

Obligation

How long have you been working at this business?	One year
What is your job role/ what are your duties?	Work as a cleaner
What days/ hours do you work each week?	20 hours Monday and Tuesday Don't know what time and he works each day.
Do you work the same hours/ days every week?	No day and time.
how many day	Four days a week
who do you work for	██████████ tells me

Control	
Who gave you this job (name and role in business)?	I foundation job on indeed
Who tells you what tasks/ duties to do each day?	██████ tells me
Who gave you this job (name and role in business)?	I found it on indeed. Doesn't know
Remuneration	
How are you paid (money, accommodation, food)?	I get paid into the bank I get food free Free accommodation
If money, how much and how do you receive it?	About £880
Do you pay income tax or have a National Insurance number?	
Who pays you?	██████
Do you pay income tax or have a National Insurance number?	Yes I do.
Pre-employment Checks	
What name does the employer know you as?	██████
Did the employer check your right to work or immigration status before they offered you the job?	Yes
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?	Yes my BRP
Does your employer know you can only work 20 hours a week?	Yes
Additional Questions	
Do you work more than 20 hours a week?	Just 20 hours

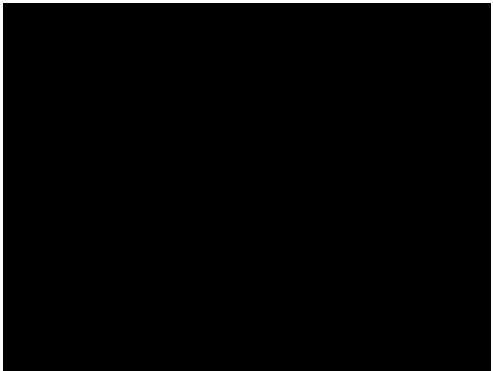
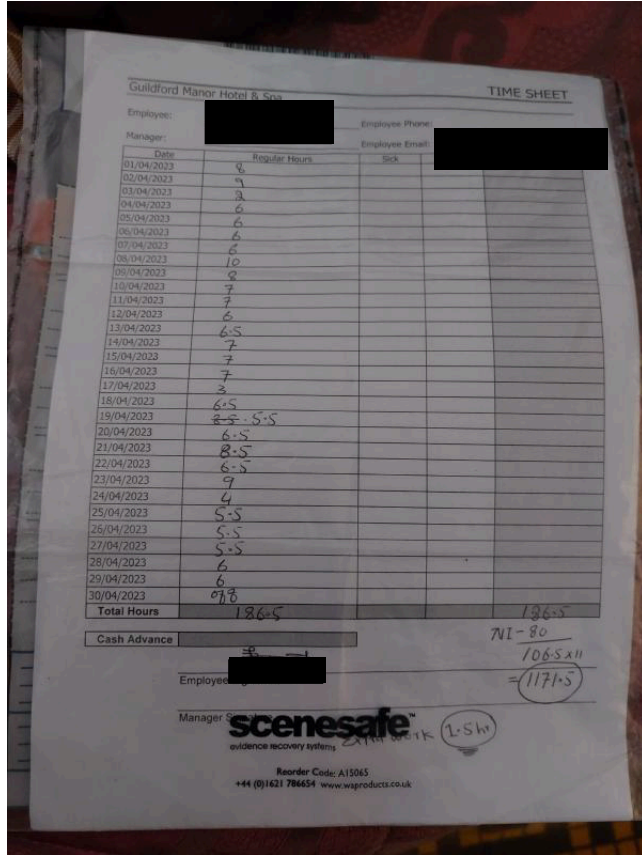
Photographs	
No photographs.	
Declaration	
I confirm that I have understood all the questions and that the details are true and correct.	
Interviewee signature [REDACTED]	 31-05-2023 10:54:19
Observations	
Observations	[REDACTED] was found in room 3 of the hotel.
Do you suspect this person of illegal working?	Yes

Photo 1



Caption

Rosta that's been sign with his name. From the 22/05/2023 he has worked 38 hours.

Illegal Working - Employee

Details

Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
ProntolD	[REDACTED] - GEO Georgia				
Subject CIDPID/CEPR	Unknown				
Subject name	[REDACTED]				
Subject DOB	[REDACTED]				
Subject nationality	GEO Georgia				
Subject gender	Male				
Time	13:36				
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Northing	153028				
Creation date	24-11-2021 13:36:26				

Language of Interview

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


Obligation

How long have you been working guildford hotel and spa?	I cant say exact but 1 year, I dont remember after covid quarantine
What is your job role/ what are your duties?	<p>I am a Kitchen porter, I wash dishes and I also clean the walls and clean outside the kitchen</p> <p>I do the most dirty jobs here cleaning in the hotel</p>
What days/ hours do you work each week?	<p>I complete between 8 - 10 hours a day.</p> <p>From Monday till Saturday 6 days I work 09:00 - 1400 18:00 - 23:00</p> <p>But this i could be anytime that I work</p>
Do you work the same hours/ days every week?	Same hours could be more 10 hours, 8 hours

do you have a rota?	I know my hours but dont need a rota
do you have a contract with your employer?	They told me they would do it but they dont give me anything on paper
Control	
Who gave you this job (name and role in business)?	I spoke with manager who gave me this job
Who told you to come in to guildford spa and hotel?	There was a chef who works before who told me to come in. The manager was aware of me being employed, he was the main chef or team leader in the kitchen. He was working here
Who tells you what days/ hours to work?	Someone called [REDACTED] who is a female I think she is manager, doesnt need to tell me anything i know what to do
Who tells you what tasks/ duties to do each day?	The women that I told you by the name of [REDACTED] Before I started I knew what I had to do but she was explaining to me
Remuneration	
How are you paid (money, accommodation, food)?	Only cash in hand, I wanted them to send me money through bank account but they didnt want to
what bank account did you send it too	I dont know
why do you think they didnt want to send the money to your account?	I didnt have bank account
why do you have someone elses halifax bank account in your possession?	Because I wanted to use my friends account to borrow his bank account to use it until I have my account.
did you want to be paid to your friends bank account by the employers?	Yes, until I get my own bank account
How are you paid (money, accommodation, food)?	The accommodation is provided by manor house hotel because I work there, but not the food I have to pay that myself
If money, how much and how do you receive it?	£1200 a month and dont need to pay extra for anything
Who pays you?	Different people are giving me money each month. [REDACTED] gives me money, dont know anyothers
Pre-employment Checks	
What name does the employer know you as?	[REDACTED]
Did you show documents before being offered the job? If so, what?	I showed my latvian identity card
who did you show it to?	The manager, the same women [REDACTED]

Does your employer know you're not allowed to work in the UK?	No I dont think so
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Additional Questions

Who else works here with you?	Lots of people that work there I am mainly on my own as the kitchen porter. I say hello to them 
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did they make a copy of the document?	Not sure
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Photographs

No photographs.

Declaration

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

Interviewee signature  	 24-11-2021 14:30:32
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Observations

Observations	I found the customer in the kitchen working and washing dishes. I introduced myself and he confirmed he works in the location
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Do you suspect this person of illegal working?	Yes
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Illegal Working - Employee

Details

Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	██████████ - GEO Georgia				
Subject CIDPID/CEPR	Unknown				
Subject name	██████████████████				
Subject DOB	██████████				
Subject nationality	GEO Georgia				
Subject gender	Male				
Time	13:10				
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Northing	149770				
Creation date	24-11-2021 13:10:46				

Language of Interview

What language is the interview carried out in?	Russian
Interpreter used?	Yes
Details of interpreter	See encounter
Does the individual understand the interpreter?	Yes

Obligation

How long have you been working here?	3 years ago
is this the only place you have ever worked in this country	I've only ever worked here
how did you find out about this place	I asked a few people, one Turkish person said he could get me a job when I was in London
who do you work for	Guildford Manor Park Hotel
who employs you	██████████ and ██████████ who is the son
what days do you work	Tuesday- Sunday, I have Monday off
what hours do you work	I don't have exact some time, it varies. Usually I work 1100-1600
What is your job role/ what are your duties?	I do laundry and sometimes gardening

who tells you what to do	██████
Control	
When did you start working here	2019
Were you given any training when you joined this job	No
Who told you what to do then	There was a worker before me and he showed me how to use the machines
Were you supplied with a uniform	No I use my clothing
Remuneration	
does Andy pay you	Yes
how much	£1500
do you have to pay for accom	No everything is free
do you pay tax	I don't know how to
you showed me evidence of £250 in cash, where is the rest of the money?	All the money he has he sends to Georgia
How are you paid (money, accommodation, food)?	Cash
Pre-employment Checks	
does Andy know you're not allowed to work in this country	No he doesn't know
did you show him your passport	No, I just told him I need a job
how did you speak to him if you don't speak english	I used a phone and my friends helped explain

Additional Questions

No details provided.

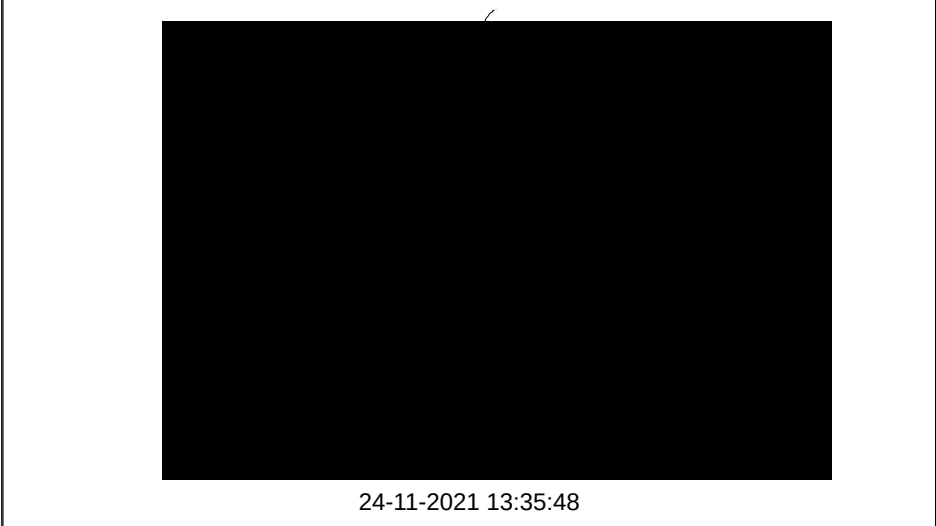
Photographs

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	Full admission of work and located in staff quarters. Tools found in room typical of a gardener. No uniform present but muddy trainers outside
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Do you suspect this person of illegal working?	Yes
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Photo 1



Caption

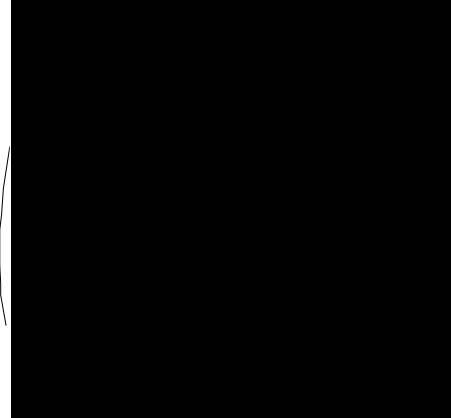
gardening tools

Illegal Working - Employer					
Details					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	████████████████████ - GBR British Citizen				
Subject CIDPID/CEPR	Unknown				
Employer	████████████████████				
Subject DOB	██████████				
Subject nationality	GBR British Citizen				
Subject gender	Male				
Time	10:58				
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Easting	505645				
Northing	148509				
Creation date	24-11-2021 10:57:42				
Language of Interview					
What language is the interview carried out in?	English				
Interpreter used?	No				
Employer Details					
What is the name of the business?	Nahid Residential ltd				
What are the Companies House and VAT numbers of the business?	Company Number 08868452				
What is your position here?	Events manager				
How long have you been working here?	We've owned the business for seven years, I've been employed for eighteen months				
so as event do you do any employment interviews	I do not formally recruit anyone				
how many staff do you employ	8 to 10 on shift, 15 employed by us, the cleaners are sub contracted, Fabios Guy's, they've been with usd four a few months May or June.				
Who does the recruitment fit the business	It's a mixture of people,				
where do you recruit	We use Indeed				
pre employment checks undertake?	I'm not due it'd not my area, I don't know it's not my area.				

Declaration by Employer

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

Signed by [Redacted]


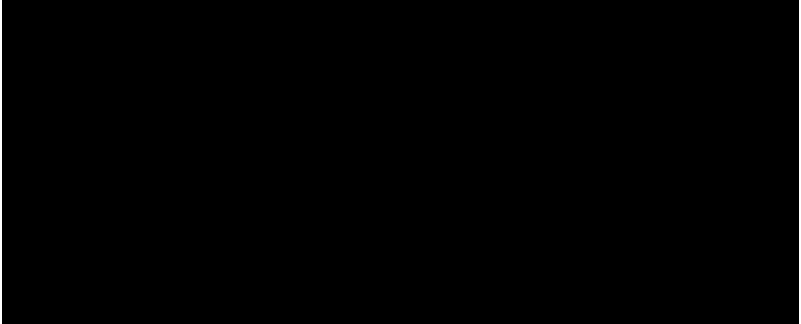


24-11-2021 11:06:26



Observations

Observations

Illegal Working - Employer	
Details	
Type of work	Visit
Visit reference	██████████
Created by	██████████
ProntoID	Other
Subject CIDPID/CEPR	Unknown
Employer	██████████
Time	10:26
Created at geolocation	Easting 504549 Northing 149734
Creation date	31-05-2023 10:25:55
Language of Interview	
What language is the interview carried out in?	English
Interpreter used?	No
Employer Details	
What is your position here?	Manager
what is your full name?	██████████
How long has ██████████ worked here?	Not sure exactly but it's been over a year
What documents did how show you for right to work in the UK?	I haven't seen his documents personally but my understanding is he has a student visa
Do you know how many hours he's permitted to work?	I don't know
What is his position here?	House keeper
What days does he work?	I don't know
How much is he paid?	I don't know
Does he live in the staff quater accommodation?	Yes
How much rent does he pay for the accommodation?	I don't know maybe £150 per month
How did he find out about this job?	Probably an answer in an advert
does he get paid cash?	Don't think so

Do you have a record of the hours he works?	Your colleagues might have that
have you understood all my question ?	Yes
Declaration by Employer	
I confirm that I have understood all the questions and that the details are true and correct.	
Signed by 	 31-05-2023 10:33:12
Observations	
Observations	

Illegal Working - Employer					
Details					
Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
ProntoID	[REDACTED] - Nepal				
Subject CIDPID/CEPR	Unknown				
Employer	[REDACTED]				
Subject DOB	[REDACTED]				
Subject nationality	Nepal				
Subject gender	Male				
Time	10:15				
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>504548</td> </tr> <tr> <td>Northing</td> <td>149767</td> </tr> </table>	Easting	504548	Northing	149767
Easting	504548				
Northing	149767				
Creation date	31-05-2023 10:15:29				
Language of Interview					
What language is the interview carried out in?	English				
Interpreter used?	No				
Employer Details					
What is your position here?	Manager				
what is your full name?	[REDACTED]				
How long has [REDACTED] worked here?	I think he's been here a week maybe 2 weeks				
What documents did hw show you for right to work in the UK?	I have not seen any documents my understanding is he is waiting for documents				
What is his position here?	I don't think he's employed by the company yet				
How much is he paid?	I don't think he is paid				
Does he live in the star quater accommodation?	Yes				
How much rent does he pay for the accommodation?	Doesn't pay rent				
For the last 1 or 2 weeks of him working here what does he get?	I don't think he gets anything				

Does he receive food and water?	He can get as much water as he needs and if there is food left over that gets taken to staff accommodation
have you understood all my question ?	Yes
Declaration by Employer	
I confirm that I have understood all the questions and that the details are true and correct.	
Signed by 	 31-05-2023 10:24:20
Observations	
Observations	

Illegal Working - Employer

Details

Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	Other				
Subject CIDPID/CEPR	Unknown				
Employer	██████████				
Time	12:00				
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>511057</td> </tr> <tr> <td>Northing</td> <td>172784</td> </tr> </table>	Easting	511057	Northing	172784
Easting	511057				
Northing	172784				
Creation date	24-11-2021 11:57:47				

Language of Interview

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

Employer Details

did ██████████ show you any documents to gain employment here?	Refused to answer
what does he work as here?	Refused to answer
What is your position here?	Refused to answer
What are the Companies House and VAT numbers of the business?	Refused to answer
what hours does he work	Refused to answer
how long have you owned the business	Refused to answer
what type of business is this	Refused to answer
are you the one who pays their wages - how much does he get paid?	Refused to answer

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	

Contents read back to the employer in the language used during the interview	
Observations	
Observations	Employer has refused to answer all officers questions she has been made aware of the negative impact this may have if employees are found to be employed illegally. She is aware that 2 arrests have been made for illegal working whilst officers have been here.

Freetext

Details

Type of work	Visit
Visit reference	[REDACTED]
Created by	[REDACTED]
Address	Guildford Manor Hotel, Newlands Corner, Guildford, Surrey, GU4 8SE (Visit Address)
Subject CIDPID/CEPR	Unknown
Subject name	[REDACTED]
Subject DOB	[REDACTED]
Subject nationality	Pakistan
Subject gender	Male
Time	11:47
Created at geolocation	Easting 504570 Northing 149775
Creation date	31-05-2023 11:47:19
Is this entry related to a Critical Incident?	No

Entry

Title	Sign time sheet
Text	

Photographs

sign time sheet

Guildford Manor Hotel & Spa TIME SHEET

Employee: [Redacted] Employee Phone: _____
 Manager: [Redacted] Employee Email: _____

Date	Regular Hours	Overtime	Sick	Vacation	Total
01/03/2023	7				
02/03/2023	7.5				
03/03/2023	5				
04/03/2023	4.5				
05/03/2023	10				
06/03/2023	7				
07/03/2023	7.5				
08/03/2023	off / No work				
09/03/2023	7				
10/03/2023	8.5				
11/03/2023	6.5				
12/03/2023	10				
13/03/2023	7.5				
14/03/2023	off / No work				
15/03/2023	7				
16/03/2023	7.5				
17/03/2023	8.5				
18/03/2023	7				
19/03/2023	10				
20/03/2023	6.5				
21/03/2023	7				
22/03/2023	8.5				
23/03/2023	9				
24/03/2023	9				
25/03/2023	9				
26/03/2023	6				
27/03/2023	6.5				
28/03/2023	6				
29/03/2023	6				
30/03/2023	5.5				
31/03/2023	9.5				
Total Hours	217.5				217.5

Cash Advance _____

Employee Signature: [Signature] = 80 NI
 Manager Signature: _____ 137.5 x 11
 = 1512.5

sign time sheet

Guildford Manor Hotel & Spa TIME SHEET

Employee: [Redacted] Employee Phone: _____
 Manager: [Redacted] Employee Email: _____

Date	Regular Hours	Overtime	Sick	Vacation	Total
01/02/2023	8				
02/02/2023	7				
03/02/2023	6.5				
04/02/2023	6				
05/02/2023	7				
06/02/2023	6				
07/02/2023	7				
08/02/2023	7				
09/02/2023	7				
10/02/2023	8				
11/02/2023	7				
12/02/2023	7				
13/02/2023	8				
14/02/2023	9				
15/02/2023	7				
16/02/2023	off				
17/02/2023	7				
18/02/2023	5				
19/02/2023	7				
20/02/2023	7.5				
21/02/2023	6				
22/02/2023	5				
23/02/2023	5.5				
24/02/2023	8				
25/02/2023	4.5				
26/02/2023	7.5				
27/02/2023	8				
28/02/2023	4.5				
Total Hours	181				181

Cash Advance _____

Employee Signature: [Signature] = 80 NI
 Manager Signature: _____ 101 x 11
 = 1111

and also my holiday
 July to December
 national insurance
 80/hr per week

sign time sheet

Guildford Man [redacted] TIME SHEET

Employee: [redacted] Employee Phone: [redacted]

Manager: [redacted] Employee Email: [redacted]

Date	Regular Hours	Sick	Vaca
01/04/2023	9		
02/04/2023	9		
03/04/2023	8		
04/04/2023	6		
05/04/2023	6		
06/04/2023	6		
07/04/2023	6		
08/04/2023	10		
09/04/2023	8		
10/04/2023	7		
11/04/2023	7		
12/04/2023	6		
13/04/2023	6.5		
14/04/2023	7		
15/04/2023	7		
16/04/2023	7		
17/04/2023	7		
18/04/2023	3		
19/04/2023	6.5		
20/04/2023	8.5 - 5.5		
21/04/2023	6.5		
22/04/2023	8.5		
23/04/2023	6.5		
24/04/2023	9		
25/04/2023	4		
26/04/2023	5.5		
27/04/2023	5.5		
28/04/2023	5.5		
29/04/2023	6		
30/04/2023	0.75		
Total Hours	186.5		

Cash Advance [redacted]

Employee Signature: [Signature] Manager Signature: [Signature]

711-80
106.5 x 11
= 1171.5

Extra work 1.5hr

sign time sheet.

Guildford Man (December salary) TIME SHEET

Employee: [redacted] Employee Phone: [redacted]

Manager: [redacted] Employee Email: [redacted]

Date	Regular Hours	Sick	Vaca
01/01/2023	-		
02/01/2023	9.5		
03/01/2023	9.5		
04/01/2023	9		
05/01/2023	-		
06/01/2023	-		
07/01/2023	7.5		
08/01/2023	10		
09/01/2023	10.5		
10/01/2023	10.5		
11/01/2023	10		
12/01/2023	9		
13/01/2023	6		
14/01/2023	9.5		
15/01/2023	8		
16/01/2023	8		
17/01/2023	8		
18/01/2023	9		
19/01/2023	11		
20/01/2023	9		
21/01/2023	8		
22/01/2023	9.5		
23/01/2023	9.5		
24/01/2023	6		
25/01/2023	5		
26/01/2023	7.5		
27/01/2023			
28/01/2023			
29/01/2023			
30/01/2023			
31/01/2023			
Total Hours	197		

Cash Advance [redacted]

Employee Signature: [Signature] Manager Signature: [Signature]

197
- 80
= 80
(37) Total
37 x 11 = 407

sign time sheet.

(January Salary) TIME SHEET

Guilford Manor Hotel & Spa

Employee: [Redacted] Employee Phone: [Redacted]
Manager: [Redacted] Employee Email: [Redacted]

Date	Regular Hours	Sick	Vacation
01/01/2023			
02/01/2023			
03/01/2023			
04/01/2023			
05/01/2023			
06/01/2023			
07/01/2023			
08/01/2023			
09/01/2023			
10/01/2023			
11/01/2023			
12/01/2023			
13/01/2023			
14/01/2023			
15/01/2023			
16/01/2023			
17/01/2023			
18/01/2023			
19/01/2023			
20/01/2023			
21/01/2023			
22/01/2023			
23/01/2023			
24/01/2023			
25/01/2023			
26/01/2023			
27/01/2023			
28/01/2023	6		
29/01/2023	7.5		
30/01/2023	8		
31/01/2023	8		
Total Hours	39.5 h		

Cash Advance: [Redacted]

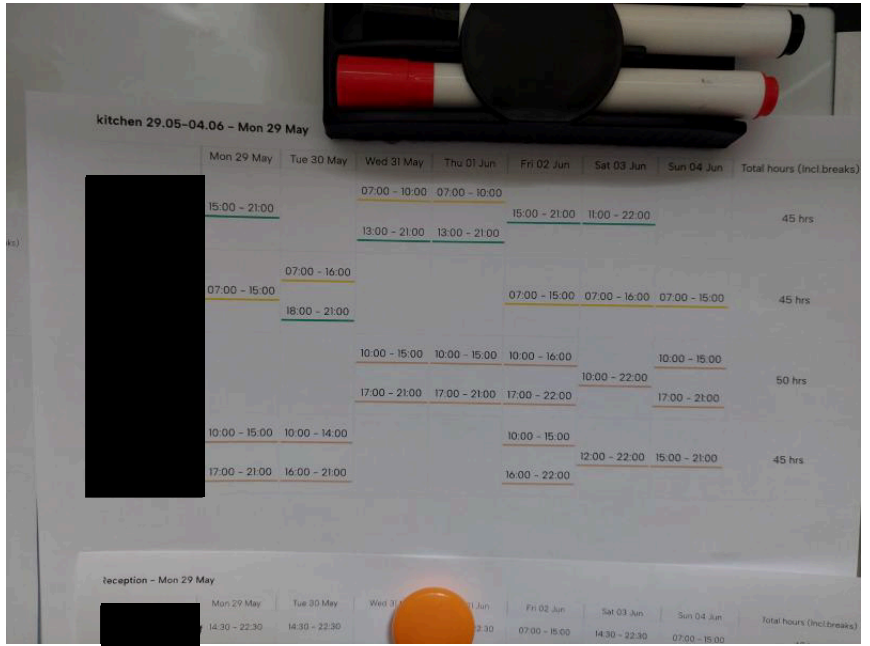
Employee Signature: [Signature]

Manager Signature: [Signature]

December ← 407
January ← 384.5
Total (731.5) = 334.5

Freetext	
Details	
Type of work	Visit
Visit reference	[REDACTED]
Created by	[REDACTED]
Address	Guildford Manor Hotel, Newlands Corner, Guildford, Surrey, GU4 8SE (Visit Address)
Subject CIDPID/CEPR	Unknown
Subject name	N/A
Time	08:22
Created at geolocation	Easting 504550 Northing 149733
Creation date	31-05-2023 08:22:42
Is this entry related to a Critical Incident?	No
Entry	
Title	Staff Rotas
Text	
Photographs	
restaurant rota	

kitchen rota



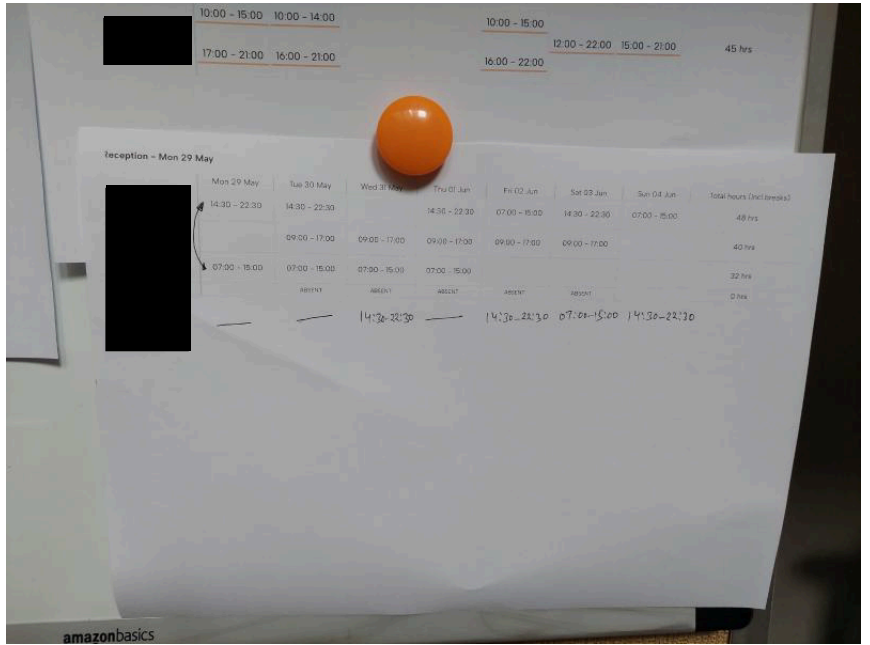
kitchen 29.05-04.06 - Mon 29 May

Mon 29 May	Tue 30 May	Wed 31 May	Thu 01 Jun	Fri 02 Jun	Sat 03 Jun	Sun 04 Jun	Total hours (incl breaks)
[REDACTED] 15:00 - 21:00		07:00 - 10:00 13:00 - 21:00	07:00 - 10:00 13:00 - 21:00	15:00 - 21:00	11:00 - 22:00		45 hrs
	07:00 - 16:00 18:00 - 21:00			07:00 - 15:00	07:00 - 16:00	07:00 - 15:00	45 hrs
		10:00 - 15:00 17:00 - 21:00	10:00 - 15:00 17:00 - 21:00	10:00 - 16:00 17:00 - 22:00	10:00 - 22:00	17:00 - 21:00	50 hrs
	10:00 - 15:00 17:00 - 21:00	10:00 - 14:00 16:00 - 21:00		10:00 - 15:00 16:00 - 22:00	12:00 - 22:00	15:00 - 21:00	45 hrs

reception - Mon 29 May

Mon 29 May	Tue 30 May	Wed 31 May	Thu 01 Jun	Fri 02 Jun	Sat 03 Jun	Sun 04 Jun	Total hours (incl breaks)
[REDACTED] 14:30 - 22:30	14:30 - 22:30		14:30 - 22:30	07:00 - 15:00	14:30 - 22:30	07:00 - 15:00	

reception rota



reception - Mon 29 May

Mon 29 May	Tue 30 May	Wed 31 May	Thu 01 Jun	Fri 02 Jun	Sat 03 Jun	Sun 04 Jun	Total hours (incl breaks)
[REDACTED] 10:00 - 15:00 17:00 - 21:00	10:00 - 14:00 16:00 - 21:00		10:00 - 15:00	12:00 - 22:00	15:00 - 21:00		45 hrs
		14:30 - 22:30	14:30 - 22:30	07:00 - 15:00	14:30 - 22:30	07:00 - 15:00	48 hrs
	09:00 - 17:00 07:00 - 15:00	09:00 - 17:00 07:30 - 15:00	09:00 - 17:00 07:00 - 15:00	09:00 - 17:00	09:00 - 17:00		40 hrs
	absent	absent	absent	absent	absent		0 hrs
		14:30 - 22:30		14:30 - 22:30	07:00 - 15:00	14:30 - 22:30	

amazonbasics

Encounter					
Details					
Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
ProntolD	[REDACTED] - Pakistan				
Time	09:58				
Created at geolocation	<table style="width: 100%; border: none;"> <tr> <td style="width: 30%;">Easting</td> <td style="text-align: right;">504561</td> </tr> <tr> <td>Northing</td> <td style="text-align: right;">149780</td> </tr> </table>	Easting	504561	Northing	149780
Easting	504561				
Northing	149780				
Creation date	31-05-2023 09:58:37				
Chosen Identity					
Identity source/type	Biographic				
Name	[REDACTED]				
DOB	[REDACTED]				
Gender	Male				
Nationality	Pakistan				
Languages					
Languages spoken	English				
Interpreter used?	No				
Encounter					
Encountering officer	[REDACTED]				
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 stated there are MDS and immigration offenders at this premises				
Declared immigration status	Student				
How and when did the subject last enter the UK?	27/01/2023				
Do you know the subject's CIDPID/CEPR?	No				
Are there any vulnerabilities/trafficking/safeguarding issues?	No				

Is the subject considered a 'rough sleeper'?	No
Where in the premises was the subject located?	HE WAS IN ROOM 3 WORKING IN THE HOTEL.
Are you taking enforcement action?	Yes
References (Person ID, HO Ref, Port Ref, BRP)	██████████
Biographic search results	Systems checked CID, Person Check, Atlas, CRS Result of checks Trace on person check as a student working 20 hours a week. Status returned by system checks
Identity Documentation	
Document 1	Document type Name in document (if different from above) Document reference Document expiry date Country of issue (if different from nationality above) Suspected fraudulent Notes Photos
Notes	
No notes entered.	

Encounter	
------------------	--

Details	
----------------	--

Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	██████████ - Nepal				
Time	08:32				
Created at geolocation	<table style="width: 100%;"> <tr> <td style="width: 30%;">Easting</td> <td>504554</td> </tr> <tr> <td>Northing</td> <td>149779</td> </tr> </table>	Easting	504554	Northing	149779
Easting	504554				
Northing	149779				
Creation date	31-05-2023 08:32:55				

Chosen Identity	
------------------------	--

Identity source/type	Declared
Name	██████████
DOB	██████████
Gender	Male
Nationality	Nepal

Languages	
------------------	--

Languages spoken	Nepali
Interpreter used?	Yes
Interpreter details	Big word
Does the individual understand the interpreter?	Yes

Encounter	
------------------	--

Encountering officer	██████████ - 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?	details passed to me by PC ██████████ for checks to be conducted. asylum application with no right to work encountered in staff accommodation.
Declared immigration status	Outstanding asylum
How and when did the subject last enter the UK?	

Do you know the subject's CIDPID/CEPR?	Yes																
CIDPID/CEPR	██████████																
Are there any vulnerabilities/trafficking/safeguarding issues?	No																
Is the subject considered a 'rough sleeper'?	No																
Where in the premises was the subject located?	Encountered by police in staff accommodation																
Are you taking enforcement action?	No																
References (Person ID, HO Ref, Port Ref, BRP)																	
Biographic search results	<table border="0"> <tr> <td>Systems checked</td> <td>CID, Person Check, CRS</td> </tr> <tr> <td>Result of checks</td> <td>Outstanding asylum</td> </tr> <tr> <td>Status returned by system checks</td> <td></td> </tr> </table>	Systems checked	CID, Person Check, CRS	Result of checks	Outstanding asylum	Status returned by system checks											
Systems checked	CID, Person Check, CRS																
Result of checks	Outstanding asylum																
Status returned by system checks																	
Identity Documentation																	
Document 1	<table border="0"> <tr><td>Document type</td><td></td></tr> <tr><td>Name in document (if different from above)</td><td></td></tr> <tr><td>Document reference</td><td></td></tr> <tr><td>Document expiry date</td><td></td></tr> <tr><td>Country of issue (if different from nationality above)</td><td></td></tr> <tr><td>Suspected fraudulent</td><td></td></tr> <tr><td>Notes</td><td></td></tr> <tr><td>Photos</td><td></td></tr> </table>	Document type		Name in document (if different from above)		Document reference		Document expiry date		Country of issue (if different from nationality above)		Suspected fraudulent		Notes		Photos	
Document type																	
Name in document (if different from above)																	
Document reference																	
Document expiry date																	
Country of issue (if different from nationality above)																	
Suspected fraudulent																	
Notes																	
Photos																	
Notes																	
No notes entered.																	

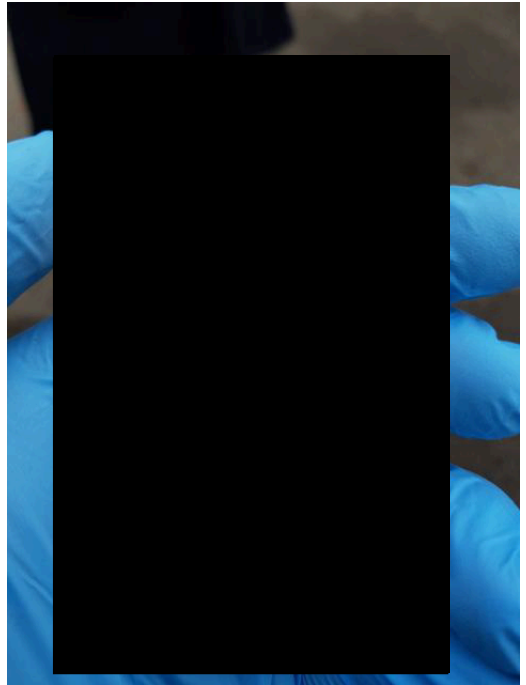
Encounter					
Details					
Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
ProntoID	[REDACTED] - GEO Georgia				
Time	10:51				
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>504566</td> </tr> <tr> <td>Northing</td> <td>149743</td> </tr> </table>	Easting	504566	Northing	149743
Easting	504566				
Northing	149743				
Creation date	24-11-2021 10:51:36				
Chosen Identity					
Identity source/type	Declared				
Name	[REDACTED]				
DOB	[REDACTED]				
Gender	Male				
Nationality	GEO Georgia				
Additional Identities					
[REDACTED] (Declared)					
Identity source/type	Declared				
Name	[REDACTED]				
DOB	[REDACTED]				
Gender	Male				
Nationality	LVA Latvia				
Languages					
Languages spoken	Russian				
Interpreter used?	Yes				
Interpreter details	[REDACTED]				
Does the individual understand the interpreter?	Yes				
Encounter					
Encountering officer	[REDACTED] - Officer				
Is this person the subject of the visit?	Yes				
Declared immigration status	Illegal entry				

How and when did the subject last enter the UK?	
Do you know the subject's CIDPID/CEPR?	Yes
CIDPID/CEPR	████████
Are there any vulnerabilities/trafficking/safeguarding issues?	No
Is the subject considered a 'rough sleeper'?	No
Where in the premises was the subject located?	
Are you taking enforcement action?	Yes
References (Person ID, HO Ref, Port Ref, BRP)	
Biographic search results	Systems checked Result of checks Status returned by system checks

Identity Documentation

Document 1

Document type
Name in document (if different from above)
Document reference
Document expiry date
Country of issue (if different from nationality above)
Suspected fraudulent
Notes
Photos



Latvian I'd card

Notes

No notes entered.

Encounter	
Details	
Type of work	Visit
Visit reference	[REDACTED]
Created by	[REDACTED]
ProntoID	[REDACTED] - GEO Georgia
Time	11:48
Created at geolocation	Easting 504513 Northing 153466
Creation date	24-11-2021 11:49:01
Chosen Identity	
Identity source/type	Declared
Name	[REDACTED]
DOB	[REDACTED]
Gender	Male
Nationality	GEO Georgia
Languages	
Languages spoken	Russian
Interpreter used?	Yes
Interpreter details	[REDACTED] Big Word Intepreter
Does the individual understand the interpreter?	Yes
Encounter	
Encountering officer	[REDACTED] - Officer
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?	signs of life spotted from his residence, door opened from outside and male was found hiding fully clothed behind shower
Declared immigration status	Georgian national who has 'big problems in Georgia' and was 'brought here' however later changed mind (intepreter stated they're may be a dialect problen) and said he went to ireland for Job opportunities but there were none so he came to UK. When president in Georgia changed he went to detention as he was against the president and they took his land. Took bus from Georgia to save his life. States there is no way he can go back to Georgia

How and when did the subject last enter the UK?	Entered UK by bus from Ireland.						
Do you know the subject's CIDPID/CEPR?	Yes						
CIDPID/CEPR	██████████						
Are there any vulnerabilities/trafficking/safeguarding issues?	No						
Is the subject considered a 'rough sleeper'?	No						
Where in the premises was the subject located?	Hiding in room 1 of staff accommodation						
Are you taking enforcement action?	Yes						
References (Person ID, HO Ref, Port Ref, BRP)							
Biographic search results	<table><tr><td>Systems checked</td><td>Person Check</td></tr><tr><td>Result of checks</td><td>No trace</td></tr><tr><td>Status returned by system checks</td><td></td></tr></table>	Systems checked	Person Check	Result of checks	No trace	Status returned by system checks	
Systems checked	Person Check						
Result of checks	No trace						
Status returned by system checks							

Identity Documentation

Document 1

Document type National identity card

Name in document (if different from above)

Document reference

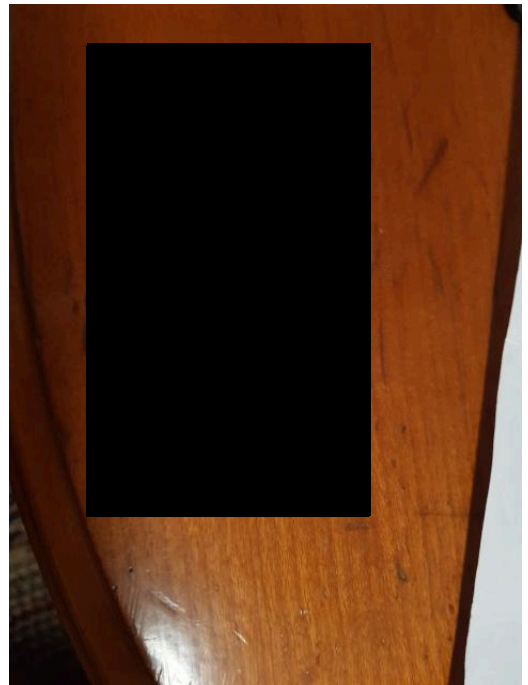
Document expiry date

Country of issue (if different from nationality above)

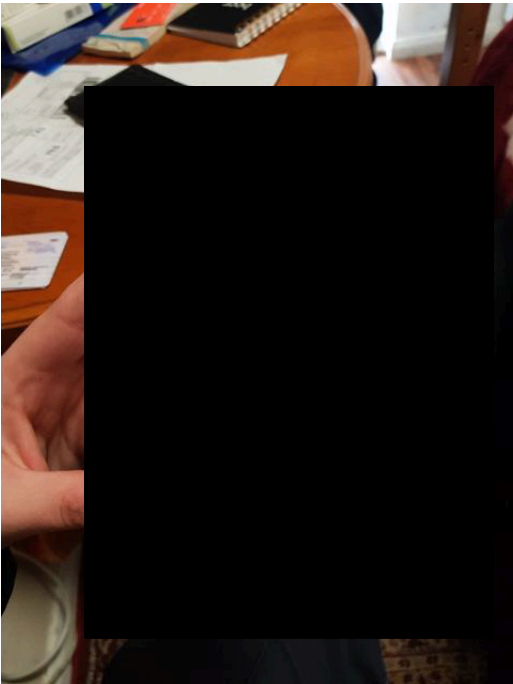
Suspected fraudulent

Notes

Photos



driving licence

Document 2	<p>Document type National passport</p> <p>Name in document (if different from above)</p> <p>Document reference</p> <p>Document expiry date</p> <p>Country of issue (if different from nationality above)</p> <p>Suspected fraudulent</p> <p>Notes</p> <p>Photos</p>  <p>ppt</p>
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Notes

No notes entered.

Q&A

Details

Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	██████████ - Pakistan				
Subject CIDPID/CEPR	Unknown				
Subject name	██████████				
Subject DOB	██████████				
Subject nationality	Pakistan				
Subject gender	Male				
Time	13:04				
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>511800</td> </tr> <tr> <td>Northing</td> <td>174900</td> </tr> </table>	Easting	511800	Northing	174900
Easting	511800				
Northing	174900				
Creation date	31-05-2023 13:04:16				

Language of Interview

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

Q&A

what are you studying for?	SC environment sustainability
when did your course started?	14/02/2022
what is the name of your university?	Edenborough Napier University
what days is your classes?	I finish my course and will be graduating.
Have you got a time table?	Unable to provide as I finish my course.
are you happy to speak English and you understand.	Yes
Do you get paid the rest of the hours as the same hourly rate as the cash paid?	No
When your employer ask you to work over 20 hours was that agree overca contract or face to face?	Would not answer the questions.

Declaration

Interviewee signature 



31-05-2023 13:53:03

Q&A

Details

Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
ProntoID	[REDACTED] - Nepal				
Subject CIDPID/CEPR	Unknown				
Subject name	[REDACTED]				
Subject DOB	[REDACTED]				
Subject nationality	Nepal				
Subject gender	Male				
Time	08:32				
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Easting	504555				
Northing	149779				
Creation date	31-05-2023 08:36:12				

Language of Interview

What language is the interview carried out in?	Nepali
Interpreter used?	Yes
Details of interpreter	Big word
Does the individual understand the interpreter?	Yes

Q&A

what are you doing in this accommodation	I live here
are you working at Guildford Hotel	No I'm not working I just help out with the gardening the manager asked me to come down
other than staying here in the accommodation do you receive any other payment from the boss	I don't know they said come and stay I dont know about that
since you've been here have you had to pay for any food or pay to stay in this room	I bring my own food I have my rice
where do you cook that	In the kitchen downstairs
do you know your immigration status	I have an asylum claim

are you aware your not allowed to work	Yes I'm aware I'm not working
how did you come to the uk	Came on a seasonal worker visa on a plane
do you have your passport	My passport is with the home office
do you have anywhere else you could go if you were to leave this site	I could go to my permanent residence in Maidstone
how would you get to Maidstone	I have mobile apps to book tickets
how would you pay for it	I have money from work I did previously that I can use
the phone you have is that yours	Yes it's mine
how do you support yourself if your not working	Sometimes I get food and money from the hotel as i help them with gardening and cleaning and I have money from before
how often do you have to help out	About 2 to 4 hours a day I do and I get some money but it varies sometimes £100 sometimes £70 it depends and I get some chicken and food from the hotel
what do you do here	I help out with some gardening and cleaning
there is a lot of decorating equipment in this staff area do you do any work in here	There is an English guy who does the work indoors
your friend who allows you to stay here do they know your immigration status	No the Nepalese guy knows my status but no one else does
does anyone else help with the gardening and cleaning	There is another guy that will do some planting and he will help with watering
I know you said you got some money now and again is that cash in hand or to a bank account	It is paid into my account
so are you given anything else like protective equipment, gloves anything like that	Gloves are given
do you understand you are not allowed to work and that includes helping out	Yes alright
what is your address in Maidstone	[REDACTED]
when you help out who tells you what tasks to do	My friend the one who told me to come here he's the manager of the hotel. Its an old lady she speaks English.
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
--	-----

Q&A

Details

Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	██████████ - GEO Georgia				
Subject CIDPID/CEPR	Unknown				
Subject name	██████████				
Subject DOB	██████████				
Subject nationality	GEO Georgia				
Subject gender	Male				
Time	12:08				
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>504554</td> </tr> <tr> <td>Northing</td> <td>149770</td> </tr> </table>	Easting	504554	Northing	149770
Easting	504554				
Northing	149770				
Creation date	24-11-2021 12:07:46				

Language of Interview

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

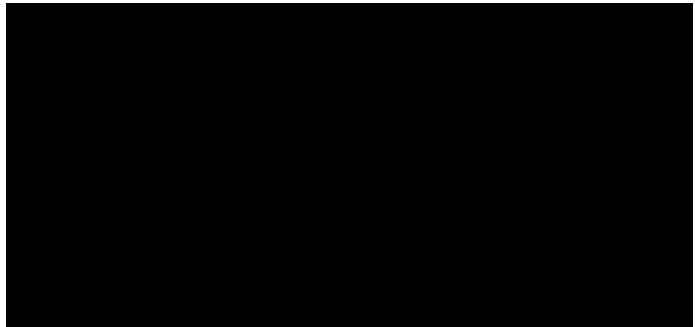
Q&A

Are you fit and well to be interviewed?	Yes
how did you enter the United Kingdom?	I left georgia by plane to Belarus I used the name Leri to enter. From belarus to latvia and lithinua. Once I arrived in germany I used a plane to get to the UK
what document did you use with the name ██████	I used a passport
where is the passport at the moment?	Given back to person
from Lithuania where did you go towards uk?	I went to Germany on a trailer or truck or big truck. Up to the border I was next to the driver and went to the border of france. When I was in france I was hiding. Iv been by plane from Frankfurt and then came to england, UK
how did you enter the UK, what type of transport did you use?	From Germany to the UK I took a plane. I was given a passport and a ticket to come to the UK

what passport were you given?	It's a european passport that you can reach Great Britain and the photo looks like me. I cant remember it was some european passport
where is the passport now you used for entering the UK?	So when I arrived to the uk somebody came and took my passport. I don't know the people that given me this passport
is this european passport provided by the same people who gave you the not legitimate latvian I'd?	I cant remember if it's the same people
what did you do when you arrived in the UK and departed the plane?	Went through passport control with no problem. Immigration stamped my european passport that was given to me and let me through.
so you used your unknown european passport through immigration control and they stamped the passport?	Yes
what airport was this at and the date?	I entered the uk through Leeds airport approximatley december 4 - 5 years ago

Declaration

Interviewee signature 

24-11-2021 12:46:48

Q&A

Details

Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	██████████ - GEO Georgia				
Subject CIDPID/CEPR	Unknown				
Subject name	██████████████████				
Subject DOB	██████████				
Subject nationality	GEO Georgia				
Subject gender	Male				
Time	11:38				
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>504478</td> </tr> <tr> <td>Northing</td> <td>153028</td> </tr> </table>	Easting	504478	Northing	153028
Easting	504478				
Northing	153028				
Creation date	24-11-2021 11:37:57				

Language of Interview

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

Q&A

Are you fit and well to be interviewed?	Yes at the moment
where did you get the I'd document you provided to me?	I got it for free for work and got it online and this person who gave it to me disappeared
are you aware that the document you provided me is not a legitimate document given by Latvian government?	Yes that is correct
what is your nationality?	I am from Georgia
do you know the name of the person you got the counterfeit I'd from?	His name was ██████ or ██████ cant remember which one
can you provide me the full process of how you got your document?	My son helped me get the document he is in Georgia and in school

when was the last time you entered the UK?	4 - 5 years ago on the 1st of December
when did you start the process of getting the counterfeit I'd?	It was a couple of weeks after I arrived in the united kingdom
are you aware it's an offence to have a illegitimate document in the united kingdom?	I did not know, the reason I got this document is to get a job here
the employer you're working for at the moment did you provide them with this document?	Yeh I did so because I couldnt work without it, guildford spa
have you used counterfeit document in any other employers or for other reasons?	I used the document at new hotel at waterloo to work. I used it at my doctors place so I could have medical help and also for getting a bank account
why did you show the new hotel in waterloo for counterfeit document?	When I went to hotel I showed them the latvian document, Showed them the id so I could work
national insurance number you used for work is this from uk government?	It is my national insurance number I got for the UK. I got my I'd card and my national insurance number from my son online. When I started work and earning money I would give the people £200 but then they disappeared, I never actually spend a penny
Declaration	
Subject has refused to provide a signature.	
Interviewee read the contents of the interview themselves	
Contents read back in the language used during the interview	

Q&A

Details

Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
ProntoID	[REDACTED] - GEO Georgia				
Subject CIDPID/CEPR	Unknown				
Subject name	[REDACTED]				
Subject DOB	[REDACTED]				
Subject nationality	GEO Georgia				
Subject gender	Male				
Time	12:36				
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>504478</td> </tr> <tr> <td>Northing</td> <td>153028</td> </tr> </table>	Easting	504478	Northing	153028
Easting	504478				
Northing	153028				
Creation date	24-11-2021 12:36:34				

Language of Interview

What language is the interview carried out in?	Russian
Interpreter used?	Yes
Details of interpreter	See encounter
Does the individual understand the interpreter?	Yes

Q&A

if you stopped working here would you be allowed to live here	I'm not sure
are you allowed to leave when you want to leave	I feel safe everyone accepts me here
is anyone forcing you to stay here	No

Declaration

Interviewee signature



TIME SHEET

Guildford Manor Hotel & Spa

Employee: [REDACTED]

Employee Phone: _____

Manager: _____

Employee Email: _____

Date	Regular Hours	Sick	Vacation	Total
01/03/2023	7			
02/03/2023	7.5			
03/03/2023	5			
04/03/2023	4.5			
05/03/2023	10			
06/03/2023	7			
07/03/2023	7.5			
08/03/2023	088/No work			
09/03/2023	7			
10/03/2023	8.5			
11/03/2023	5.5			
12/03/2023	10			
13/03/2023	7.5			
14/03/2023	088/No work			
15/03/2023	7			
16/03/2023	7.5			
17/03/2023	8.5			
18/03/2023	7			
19/03/2023	10			
20/03/2023	6.5			
21/03/2023	7			
22/03/2023	8.5			
23/03/2023	9			
24/03/2023	9			
25/03/2023	8			
26/03/2023	9			
27/03/2023	6			
28/03/2023	6.5			
29/03/2023	6			
30/03/2023	5.5			
31/03/2023	9.5			
Total Hours	217.5			217.5

Cash Advance [REDACTED]

Employee Signature [REDACTED]

Manager Signature _____

217.5
 $- 80NI$

 137.5×11
 $= 1512.5$

Employee: [Redacted]

Employee Phone: _____

Manager: [Redacted]

Employee Email: _____

Date	Regular Hours	Overtime	Sick	Vacation	Total
01/02/2023	8				
02/02/2023	7				
03/02/2023	6.5				
04/02/2023	6				
05/02/2023	7				
06/02/2023	6				
07/02/2023	7				
08/02/2023	7				
09/02/2023	8				
10/02/2023	7				
11/02/2023	5				
12/02/2023	7				
13/02/2023	8				
14/02/2023	9				
15/02/2023	7				
16/02/2023	off				
17/02/2023	7				
18/02/2023	5				
19/02/2023	7				
20/02/2023	7.5				
21/02/2023	6				
22/02/2023	5				
23/02/2023	5.5				
24/02/2023	8				
25/02/2023	4.5				
26/02/2023	7.5				
27/02/2023	8				
28/02/2023	4.5				
Total Hours	181				181



Employee Signature [Redacted]

Manager Signature _____

-80 NI

101 x 11

1111

and also my holidays
 July to December
 National Insurance
 20/hr per week

Employee: [Redacted]

Employee Phone: _____

Manager: _____

Employee Email: [Redacted]

Date	Regular Hours	Sick	Vacation
01/04/2023	8		
02/04/2023	9		
03/04/2023	2		
04/04/2023	6		
05/04/2023	6		
06/04/2023	6		
07/04/2023	6		
08/04/2023	10		
09/04/2023	8		
10/04/2023	7		
11/04/2023	7		
12/04/2023	6		
13/04/2023	6.5		
14/04/2023	7		
15/04/2023	7		
16/04/2023	7		
17/04/2023	3		
18/04/2023	6.5		
19/04/2023	8.5 5.5		
20/04/2023	6.5		
21/04/2023	8.5		
22/04/2023	6.5		
23/04/2023	9		
24/04/2023	4		
25/04/2023	5.5		
26/04/2023	5.5		
27/04/2023	5.5		
28/04/2023	6		
29/04/2023	6		
30/04/2023	0.5		
Total Hours	186.5		186.5

Cash Advance [Redacted]

Employee Signature [Redacted]

Manager Signature _____

$$\begin{aligned}
 &NI - 80 \\
 &\underline{\hspace{1cm}} \\
 &106.5 \times 11 \\
 &= \textcircled{1171.5}
 \end{aligned}$$

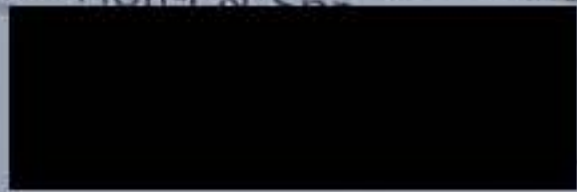
Extra work $\textcircled{1.5 \text{ hr}}$

Guildford Manor Hotel & Spa

(Decamber salary)

TIME SHEET

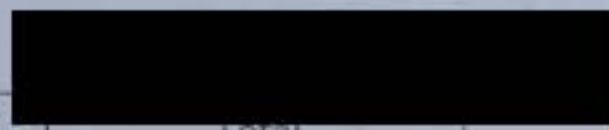
Employee:



Employee Phone:

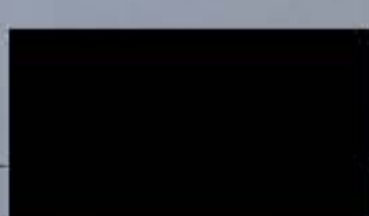
Manager:

Employee Email:



Date	Regular Hours	Sick	Vacation	Total
01/01/2023	-			
02/01/2023	9.5			
03/01/2023	9.5			
04/01/2023	9			
05/01/2023	-			
06/01/2023	-			
07/01/2023	7.5			
08/01/2023	10			
09/01/2023	10.5			
10/01/2023	10.5			
11/01/2023	10			
12/01/2023	9			
13/01/2023	6			
14/01/2023	9.5			
15/01/2023	8			
16/01/2023	9			
17/01/2023	8			
18/01/2023	9			
19/01/2023	11			
20/01/2023	8			
21/01/2023	8			
22/01/2023	9.5			
23/01/2023	6			
24/01/2023	5			
25/01/2023	7			
26/01/2023	7.5			
27/01/2023				
28/01/2023				
29/01/2023				
30/01/2023				
31/01/2023				
Total Hours	197			197

Cash Advance



Employee Signature

Manager Signature

197
 - 80'
 - 80

 (37) Total
 37 x 11 = (407)

(January salary)

Guildford Manor Hotel & Spa

TIME SHEET

Employee: [Redacted]

Employee Phone: [Redacted]

Manager: [Redacted]

Employee Email: [Redacted]

Date	Regular Hours	Sick	Vacation	Total
01/01/2023				
02/01/2023				
03/01/2023				
04/01/2023				
05/01/2023				
06/01/2023				
07/01/2023				
08/01/2023				
09/01/2023				
10/01/2023				
11/01/2023				
12/01/2023				
13/01/2023				
14/01/2023				
15/01/2023				
16/01/2023				
17/01/2023				
18/01/2023				
19/01/2023				
20/01/2023				
21/01/2023				
22/01/2023				
23/01/2023				
24/01/2023				
25/01/2023				
26/01/2023				
27/01/2023				
28/01/2023	6			
29/01/2023	7.5			
30/01/2023	8			
31/01/2023	8			
Total Hours	29.5h			29.5 x 11

Cash Advance [Redacted]

= 324.5

Employee Signature [Redacted]

Manager Signature

December = 407

January = 324.5

731.5

Total