

LICENSING SUB-COMMITTEE HEARING

AT GUILDFORD BOROUGH COUNCIL

BETWEEN:

RE NAHID RESIDENTIAL LIMITED

WITNESS STATEMENT OF NAHID MCNEIL

I, **NAHID McNeil**, of 2 The Paddock, Guildford, Surrey, GU1 2RQ, **do say as follows:-**

1. I am a director of Nahid Residential Limited. I make this witness statement in support of the submissions in response to the review of the Premises Licence for Guildford Manor Hotel & Spa, Newlands Corner, GU4 8SE.
2. The facts and matters set out in this witness statement are either known by me directly and are true, or are known by me indirectly and are believed to the best of my knowledge to be true. In relation to matters falling into the latter category, I have set out the source of my knowledge and belief.
3. I offer my sincerest apologies for the unlawful employment practices highlighted in the recent Premises Review report.
4. I incorporated Nahid Residential Limited in January 2014 and purchased Guildford Manor Hotel. I managed the business as a sole director for a number of years. Last year I transferred the business to my sons, Charles and Douglas McNeil with the view of them taking over the family business. Charles and Douglas McNeil were appointed as directors in July 2022.
5. The report identifies that Fawad Alam had been working hours beyond his student visa. I was rather confused as to the restrictions. I had understood that since Fawad Alam was not attending university he was allowed to work without any restrictions. I apologise that this happened.

6. I contacted Hariram Lamsel with a view to recruiting him into the hotel. I had previously employed other people from Nepal, who had successfully obtained a work permit, worked legally and I had been pleased with them. Hariram Lamsel had told me he had a National Insurance number. I made the wrong assumption that he had a right to work. He was on the payroll from 14 April to 30 April, working full-time. As soon as I realised that he did not have a right to work I terminated his employment. Whilst he waited for his work permit, I provided him with a place to stay and food. He asked for money for basic needs and I provided him with some money to help him get by. Whilst on site he did some menial work mostly gardening. Whilst I did not see this as employment at the time, I acknowledge I was wrong and apologise.

7. I recognise that many of the issues raised in the Premises Review report have been caused by failure to follow the recruitment procedures introduced by Douglas McNeil and Charles McNeil and by failing to keep Douglas McNeil and Charles McNeil properly informed. Therefore, I have decided to step down as director and given instructions to Azets, my accountants, to deal with the necessary paperwork, and I will cease my involvement in the recruitment process. This will leave Douglas McNeil, Charles McNeil and the new General Manager to manage recruitment without my involvement.

Dated this 15th day of September 2023

STATEMENT OF TRUTH

I believe that the facts stated in this witness statement are true. I understand that proceedings for contempt of court may be brought against anyone who makes, or causes to be made, a false statement in a document verified by a statement of truth without an honest belief in its truth.

Nahid McNeil

Signed.....

Nahid McNeil
Director of Nahid Residential Limited