



Immigration
Enforcement

Referral Notice

Illegal Working Civil Penalty

Employer name:

This is an important notice. Please do not ignore it. Your case will be referred for consideration of your liability for a civil penalty.

Employer registered address:

*Loj Kumar Restaurant
27 Springfield Rd
Horsesham RH12 2PL*

This Referral Notice is issued in respect of (a) suspected breach(es) under section 15 of the Immigration, Asylum and Nationality Act 2006.

Business type: Sole Trader/Limited Company

Tasking Reference: *TS12CLF1125*

Franchise/Other.....

Notice given date: *25/01/2018*

VAT No: *238643978*

Issued to:

Company number:

Position:

Director(s)/Owner(s):

We have encountered suspected illegal working

We encountered (a) suspected breach(es) of section 15 on *25/01/18* at the following business address:

Loj Kumar Restaurant, 27 Springfield Rd, Horsesham, RH12 2PL

Who we suspect of working illegally

	Names of suspected illegal workers	Nationality	DOB	Reason
1	[REDACTED]	[REDACTED]	[REDACTED]	No right to work/Working in breach
2	[REDACTED]	[REDACTED]	[REDACTED]	No right to work/Working in breach
3	[REDACTED]	[REDACTED]	[REDACTED]	No right to work/Working in breach
4	[REDACTED]	[REDACTED]	[REDACTED]	No right to work/Working in breach
5	[REDACTED]	[REDACTED]	[REDACTED]	No right to work/Working in breach
6	[REDACTED]	[REDACTED]	[REDACTED]	No right to work/Working in breach
7	[REDACTED]	[REDACTED]	[REDACTED]	No right to work/Working in breach
8	[REDACTED]	[REDACTED]	[REDACTED]	No right to work/Working in breach

Reason for referral

Your case will be referred to the Home Office's Civil Penalty Compliance Team which will consider your liability for a civil penalty for employing the identified suspected illegal worker(s). It is **illegal** to employ an adult subject to immigration control if he has not been granted leave to enter or remain in the UK or his leave to enter or remain is invalid or has ceased to have effect, or he is subject to a condition preventing him from accepting the employment in question.

What this means

The Civil Penalty Compliance Team will consider whether you are liable for a civil penalty, and if so your penalty level.

- A **Civil Penalty Notice** will be issued if you are found liable. This Notice will require you to pay a penalty for a specified amount by a specified due date.
- A **Warning Notice** may be issued if you meet the mitigating criteria set out in our **Code of practice** on preventing illegal working which is on www.GOV.UK.
- A **No Action Notice** will be issued if you are not liable for a civil penalty. This Notice will inform you that no civil penalty action will be taken against you on this occasion, and that your case has been closed.



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APPENDIX 2 - Supporting Evidence

Referral Notice

Illegal Working Civil Penalty

Employer name: **RAJKUMAR RESTAURANT**

This is an important notice. Please do not ignore it. Your case will be referred for consideration of your liability for a civil penalty.

Employer registered address:

**27 SPRINGFIELD ROAD
HURSHAM
RH12 2PL**

This Referral Notice is issued in respect of (a) suspected breach(es) under section 15 of the Immigration, Asylum and Nationality Act 2006.

Business type: Sole Trader/Limited Company
Franchise/Other.....

Tasking Reference: **TJ12FWT1061**

Notice given date: **10/06/2017**

VAT No:

Issued to:

Company number:

Director(s)/Owner(s): **AKHIL UDDIN**

Position: **OWNER**

We have encountered suspected illegal working

We encountered (a) suspected breach(es) of section 15 on **10/06/2017** at the following business address:

RAJKUMAR RESTAURANT, 27 SPRINGFIELD ROAD, HURSHAM, RH12 2PL.

Who we suspect of working illegally

	Names of suspected illegal workers	Nationality	DOB	Reason
1	[REDACTED]	[REDACTED]	[REDACTED]	No right to work/Working in breach
2	[REDACTED]	[REDACTED]	[REDACTED]	No right to work/Working in breach
3	[REDACTED]	[REDACTED]	[REDACTED]	No right to work/Working in breach
4	[REDACTED]	[REDACTED]	[REDACTED]	No right to work/Working in breach
5	[REDACTED]	[REDACTED]	[REDACTED]	No right to work/Working in breach
6	[REDACTED]	[REDACTED]	[REDACTED]	No right to work/Working in breach
7	[REDACTED]	[REDACTED]	[REDACTED]	No right to work/Working in breach
8	[REDACTED]	[REDACTED]	[REDACTED]	No right to work/Working in breach

Reason for referral

Your case will be referred to the Home Office's Civil Penalty Compliance Team which will consider your liability for a civil penalty for employing the identified suspected illegal worker(s). It is **illegal** to employ an adult subject to immigration control if he has not been granted leave to enter or remain in the UK or his leave to enter or remain is invalid or has ceased to have effect, or he is subject to a condition preventing him from accepting the employment in question.

What this means

The Civil Penalty Compliance Team will consider whether you are liable for a civil penalty, and if so your penalty level.

- A **Civil Penalty Notice** will be issued if you are found liable. This Notice will require you to pay a penalty for a specified amount by a specified due date.
- A **Warning Notice** may be issued if you meet the mitigating criteria set out in our **Code of practice** on preventing illegal working which is on **www.GOV.UK**.
- A **No Action Notice** will be issued if you are not liable for a civil penalty. This Notice will inform you that no civil penalty action will be taken against you on this occasion, and that your case has been closed.



Home Office

Visiting Officer copy

If you have carried out the full specified checks in line with the Home Office Regulations you will not be liable for a civil penalty

Notification of Potential Liability - IWCP-1

Date Issued: 03/04/14

Reference: NOPL/ 25514

SECTION A - Recipient details

(i) Name of recipient: AMIR (2014)
 (ii) Position within company: TEMP MANAGER

SECTION B - Employer details

(i) Name of company: ALM HOLDINGS LTD
 (ii) Address visited: RASKUMAR RESTAURANT
 27 SPRINGFIELD ROAD
 WORSHAM, 10, SUSSEX
 BN12 2PG
 (iii) Telephone number: 01453-210134
 (iv) Address of head office: (if different from (ii))
 (v) Head office telephone number: 01453-210134
 (vi) Companies House Number:
 (v) Type of Company: Limited Sole trader Partnership Other
 (vii) VAT Number (where applicable): 971 0649 13
 (viii) Type of business: Indian Restaurant

SECTION C - Employee(s) details

To the owner/manager/director of the business detailed above,
 On the date shown above, the premises detailed above was visited. During the course of the visit officers encountered potential breaches of Section 15 of the Immigration, Asylum and Nationality Act 2006 and/or breaches of Regulation 11 of the Accession of Croatia (Immigration and Worker Authorisation) Regulations 2013
 Below is a list of employees who were potentially working without appropriate permission:

Name	D.O.B.	Nationality	Reason for service of notification
[REDACTED]	[REDACTED]	[REDACTED]	NO PERMISSION TO WORK IN CROATIA

(use continuation sheet if necessary)

SECTION D - Acknowledgement of service

Visiting Officer		Recipient	
Name	[REDACTED]	Name	[REDACTED]
Rank	[REDACTED]	Signature	[REDACTED]
Date & time	[REDACTED]	Date	[REDACTED]



Home Office
UK Border Agency

Visiting Officer copy

If you have carried out the full specified checks in line with the Home Office Regulations you will not be liable for a civil penalty

Notification of Potential Liability - IWCP-1

Date issued: Enforcement Visit Reference: EV- Reference: UKBA/NOPL/ 15240

SECTION A - Recipient details

(i) Name of recipient:

(ii) Position within company:

SECTION B - Employer details

(i) Name of company:

(ii) Address visited:

(iii) Telephone number:

(iv) Address of head office:
(if different from (ii))

(v) Head office telephone number:

(vi) Companies House Number:

(vii) Type of Company: Limited Sole trader Partnership Other

(viii) VAT Number (where applicable):

(ix) Type of business:

SECTION C - Employee(s) details

To the owner/manager/director of the business detailed above,
On the date shown above, officers from the UK Border Agency visited the premises detailed above. During the course of the visit officers encountered potential breaches of section 15 of the Immigration, Asylum and Nationality Act 2006.
Below is a list of employees who were potentially working without appropriate leave:

Name	D.O.B.	Nationality	Reason for service of notification
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

SECTION D - Acknowledgement of service

UK Border Agency Officer		Recipient	
Name	<input type="text"/>	Name	<input type="text"/>
Rank	<input type="text"/>	Signature	<input type="text"/>
Date & time	<input type="text"/>	Date	<input type="text"/>