



Home Office

The following document has been redacted by
Home Office (Immigration enforcement)

Premises Licence Review

**Belluno Italian Restaurant,
Newton St Cyres,
Exeter,
EX5 5DA**

Contents

Case Summary	3
Licensed Premises History	4
Enforcement Visit dated: 09 December 2022	5
Reasons for Review.....	9
Outcome Sought.....	10
Appendix A – Officer witness statements	13

Case Summary

On 09 December 2022, the Plymouth ICE team visited the Belluno Italian Restaurant, Newton St Cyres, Exeter, EX5 5DA. Intelligence gathered during a previous ICE visit to a residential address in Exeter suggested that [REDACTED] was working as a chef at the Belluno. Entry to the premises was gained by fully informed consent.

Four arrests were made by officers for suspected immigration offenses.

A referral has been made to the Civil Penalty Compliance Team in relation to the illegal working.

The owner of the business has been identified as Haqif Derti.

Licensed Premises History

The Local Authority responsible for issuing the Premises Licence is Mid Devon District Council.

The premises license number is MDV PR0088 and is held by Kirton Ventures Ltd. (Company number 03013312). Registered office address - Mount Cottage, Mount Pleasant, Westleigh, Bideford, Devon, EX39 4LJ. Correspondence address Lime Court, Pathfields Business Park, South Molton, Devon, United Kingdom, EX36 3LH. Martin John Fishleigh and Rex Rozario are named as Directors of Kirton Ventures Ltd.

The DPS is named as Mr Haqif Derti.

It must be noted that during the Enforcement Visit, neither Martin John Fishleigh nor Rex Rozario were encountered. Nor was there any suggestion that either were responsible for the Belluno Restaurant.

The registered company appears on Companies House as follows:

BELLUNO BAR & GRILL LIMITED Company number 12211240. The registered office address is Belluno Bar & Grill, Newton St. Cyres, Exeter, England, EX5 5DA. The sole Director appointed at incorporation on 17 September 2019 is listed as Haqif Derti.

Enforcement Visit dated: 09 December 2022

Entry was gained to the premises at 18:08. Upon entering, Immigration Officers encountered the following workers suspected of working illegally.

██████████, Albanian

Home Office records show no evidence of ██████████ entering the UK legally.

██████████ was at work in the kitchen, wearing chefs' whites when officers entered. He was detained in the kitchen of the Belluno after running from officers and arrested under Schedule 2 Paragraph 17(1) of the Immigration Act 1971. He was served immigration papers for illegal entry into the UK and accepted into immigration detention pending removal from the UK.



Photograph of ██████████ in his chef's uniform

During the interview he admitted to working as a chef – predominately on busy days – Fridays and Saturdays from 6pm to 9pm. He confirmed the Belluno was owned by Haqif Derti and that the pair were cousins. He had been working at the Belluno for around 6-8 weeks. He receives around £150 per week in cash for his work.

Haqif Derti was interviewed about ██████████ employment. He told officers “██████████ is just helping, (I) don't give him money or accommodation, just food. Pocket money when he needs, 20-40 pounds. (He) Didn't show docs for right to work. He's from same village. He helps in kitchen as chef. He's been doing it here for 3 weeks. I allowed him to help here.”

██████████ had no right to work in the UK as an illegal entrant.

████████████████████, Greek

When Officers entered the Belluno, ██████████ was seen hiding behind the bar. She was seen by officers trying to remove her apron and ducking down in an attempt to evade officers. The apron was later found to be on a shelf amongst bottles.

Home Office records show that ██████████ had previously applied for EUSS leave in April 2022 which was refused in July 2022. ██████████ made another application for EUSS leave in August 2022 and withdrew it in November 2022. On the 17 November 2022 ██████████ left the UK. When questioned, ██████████ admitted to returning “about a week ago.” She had not applied for the correct visa if she wished to undertake employment. ██████████ entered the UK as a visitor via the electronic gates at the UK border – with no right to work. ██████████ was previously encountered by Immigration Enforcement working illegally in June. ██████████ would have been under no illusion that this type of entry prohibited employment.

██████████ admitted having worked at the Belluno since around June 2022. She admitted to working everyday Monday, Tuesday, and Wednesday lunchtime service. Today she started about 6pm she stated that she did not have set hours. She admitted that Haqif Derti had given her the job and that she gave him her national insurance number. She is paid £9.50 an hour via bank transfer. This payment is made on a Sunday.

When questioned, Haqif Derti said that ██████████ had started at the Belluno 6 months ago, she had just taken 2 weeks holiday (voluntary departure from the UK). She's paid £9.50 per hour into her bank. She works as a waitress; she has received payslips she is on the payroll. Haqif Derti admitted to giving her the job – stating that he allowed her to work at the Belluno.

Payslips for the Belluno in ██████████ name were located during the last enforcement visit that ██████████ was encountered on. During this visit, she also stated ██████████ was a chef, although did not make it clear that he was working at the Belluno.

██████████ entered the UK as a visitor, she had no right to work. ██████████ claimed that she had the right to work due to having a national insurance number. Her attempts to evade detection from officers clearly demonstrates she had knowledge of her precarious living and working arrangements in the UK.

████████████████████, Romanian

██████████ was seen by officers working behind the bar on entry. ██████████ was seen to display adverse behaviour towards officers, namely rapid movement to evade officers' attention. During the interview, ██████████ claims to have entered the UK 2 or 3 months ago, she was looking for change of circumstances in her life. ██████████ entered the UK as a visitor. If ██████████ had intended to work, then she would have been required to obtain the correct visa prior to entering the UK. There is no trace of ██████████ on Home Office systems, there is no record of ██████████ applying for a visa which would permit work.

Home Office systems show that [REDACTED] made an application for a family visa in April 2021 as an Albanian national, this application was void. During the visit, [REDACTED] claimed she was a Greek national. There is no evidence to substantiate her claim of being Greek.

[REDACTED] stated that she was planning to leave the UK to visit her partner in Switzerland in January 2023.

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.

There were five illegal workers encountered at the premises.

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. In this case, the business owner Haqif Derti admitted to employing the workers.

Whether by negligence or wilful blindness, illegal workers were engaged in activity on the premises, yet it is a simple process for an employer to ascertain what documents they should check before a person can work. All employers are dutybound by law to conduct these checks, and guidance can be found on the .Gov website or by using a search engine. Additional information on how to conduct these checks is available online, this includes the Home Office's official YouTube page. The information is readily available; however, the license holder has deliberately overlooked the rules and laws in place to prevent crime and disorder.

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 showed a flagrant disregard for the law in regard to sale of alcohol by placing the authority for that and supervision of the premises into the hands of a person who could not lawfully undertake that duty; a warning or other activity falling short of a full 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

Belluno Italian Restaurant under the control of Haqif Derti has been found employing illegal workers. This business has clearly failed to meet the prevention of crime and disorder objective.

Neither the licensees appear to have any obvious connection to the business, and none have been mentioned by the staff. Derti is named as the DPS and is clearly profiting from the license being in place at his business. Whatever systems that the business may claim to have in place regarding employment of staff and checks on their right to work, they are woefully inadequate. Indeed, it seems that their employment practices as a whole are open to concern - one of the offenders claimed to be working but this was contradicted by Derti, and one claimed not to be paid except for receiving food. Both claims suggest that there is an element of not only off the books employment and therefore failure to pay National Insurance and tax etc, but there is a strong likelihood that such payments would be significantly under the national minimum wage and verge upon potential elements of modern-day slavery.

Illegal workers are those subject to immigration control who either do not have leave to enter or remain in the UK, or who are in breach of a condition preventing them taking up the work in question. It is an employer's responsibility to be aware of their obligations and ensure they understand the immigration landscape to avoid the risk of prosecution, the imposition of a civil penalty or their revocation/suspension of their premises licence.

Since 1996 it has been unlawful to employ a person who is disqualified from employment because of their immigration status. A statutory excuse exists where the employer can demonstrate they correctly carried out document checks, i.e., that they were duped by fake or forged documents.

The Immigration Act 2016 came into force in July 2016 and its explanatory notes state that "these offences were broadened to capture, in particular, employers who

deliberately did not undertake right to work checks in order that they could not have the specific intent required to 'knowingly' employ an illegal worker".

Since 2016 an employer may be prosecuted not only if they knew their employee was disqualified from working but also if they had reasonable cause to believe that an employee did not have the right to work: what might be described as wilful ignorance where either no documents are requested, or none are presented despite a request. This means an offence is committed when an employer 'ought to have known' the person did not have the right to work.

Since 2016 it has also been an offence to work when disqualified from doing so. It is obvious that without a negligent or wilfully ignorant employer, an illegal worker cannot work. Such an employer facilitates a criminal offence and Home Office (Immigration Enforcement) highlights this as relevant irrespective of whether a civil penalty is imposed, or a prosecution launched for employing an illegal worker.

Immigration Enforcement has submitted that the license holder chose to accept the assurances of the employees on face value, rather than complete the necessary right to work checks that is incumbent of all employers. 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.

Appendix A – Officer Records

Encounter_ [REDACTED]_(EV19-857,316)-Complete

Encounter_ [REDACTED]_(EV19-857,316)-Complete

Encounter_ [REDACTED]_([REDACTED])-Complete

Encounter_ [REDACTED]_([REDACTED])-Complete

Encounter_ [REDACTED]_([REDACTED])-Complete

Freetext_ Observations_([REDACTED])-Completed (1)

Illegal_Working-Employee_ [REDACTED]_([REDACTED])

Illegal_Working-Employee_ [REDACTED]_([REDACTED])

Illegal_Working-Employee_ [REDACTED]_([REDACTED])

Illegal_Working-Employer_Haqif_Derti_([REDACTED])

Illegal Working - Employee

Details

Type of work	Visit
Visit reference	[REDACTED]
Created by	[REDACTED]
[REDACTED]	[REDACTED] - GRC Greece
[REDACTED]	[REDACTED]
Subject name	[REDACTED]
Subject DOB	[REDACTED]
Subject nationality	GRC Greece
Subject gender	Female
Time	18:58
Created at geolocation	No geolocation available
Creation date	09-12-2022 18:58:18

Language of Interview

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

Obligation

How long have you been working here?	I come here every evening but just help out when they are busy my brother drops me off and picks me up I have helped out here since mud November
What is your job role/ what are your duties?	I work as waitress
how much do you get paid	Approx £8 per hour on average and some tips when I help out they give me food but when customer I have to pay

Control

Who gave you this job (name and role in business)?	The boss asks me to help his name is sala
Did boss ask if you have permission to work.or ask to see your ID	Yes the boss asked if I'd like to work.here and I said I'm.here on holiday but if you want some help I can help you The boss knows I'm.going to Switzerland to meet my boyfriend in January

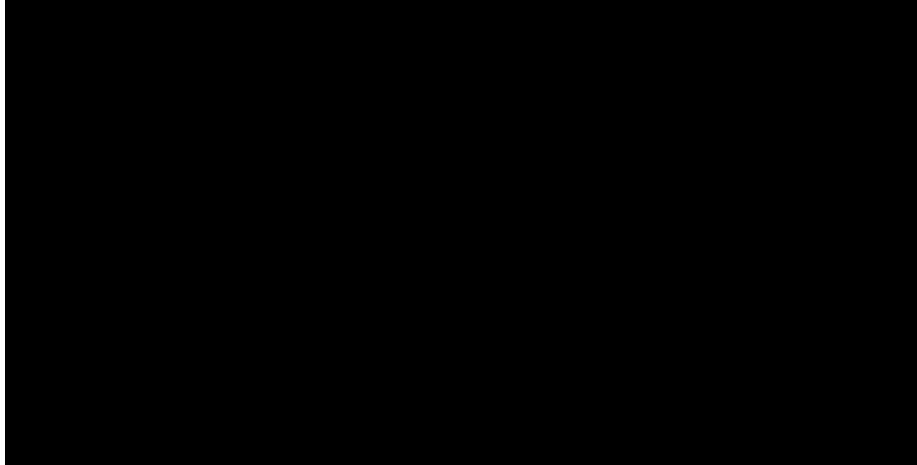
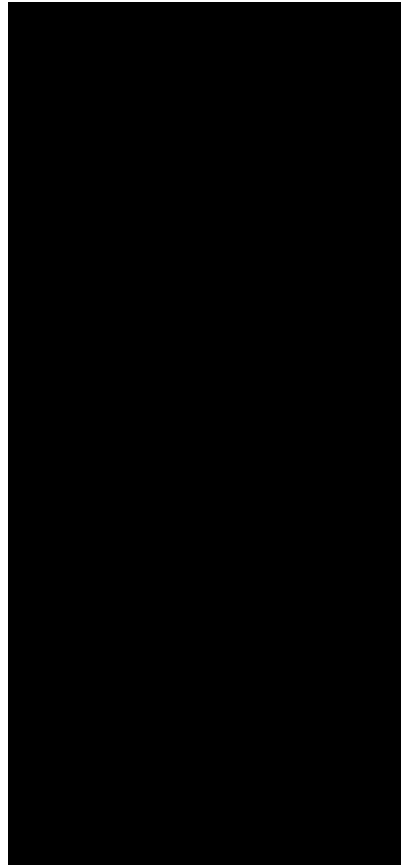
Remuneration	
If money, how much and how do you receive it?	£50 cash approx and some tips
Do you pay income tax or have a National Insurance number?	No
Pre-employment Checks	
What name does the employer know you as?	██████ (it means love in greek)
Did you show documents before being offered the job? If so, what?	No
Does your employer know you're not allowed to work in the UK?	Yes
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 (██████████)	 09-12-2022 19:25:06
Observations	
Observations	Subject exited front of business as we arrived wearing work wear I believed she was working illegally
Do you suspect this person of illegal working?	Yes

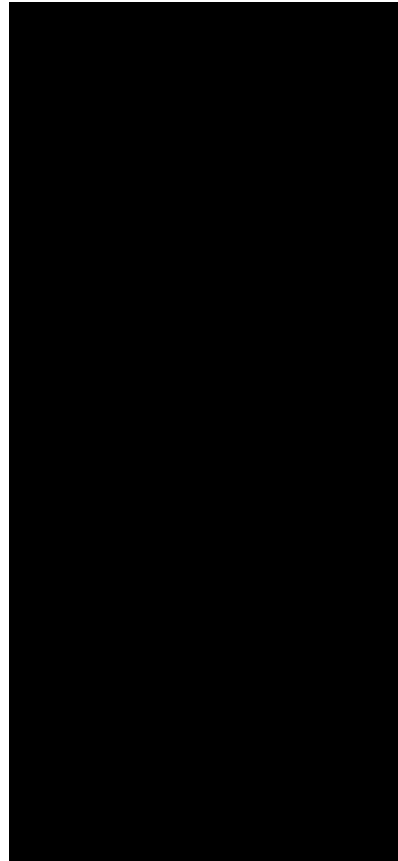
Photo 1



Caption

staff rotas

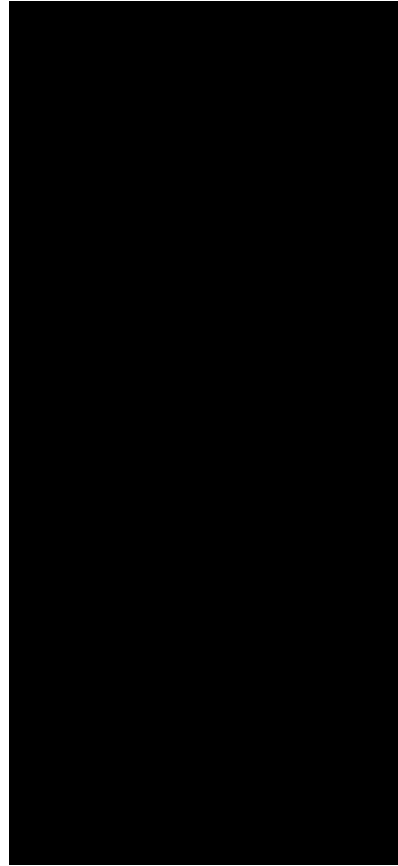
Photo 2



Caption

staff rotas

Photo 3



Caption

subject wearing work.wear

Encounter	
Details	
Type of work	Visit
Visit reference	[REDACTED]
Created by	[REDACTED]
[REDACTED]	[REDACTED] - GRC Greece
Time	18:09
Created at geolocation	No geolocation available
Creation date	09-12-2022 18:09:04
Chosen Identity	
Identity source/type	Declared
Name	[REDACTED]
DOB	[REDACTED]
Gender	Female
Nationality	GRC Greece
Languages	
Languages spoken	Greek
Interpreter used?	Yes
Interpreter details	[REDACTED]
Does the individual understand the interpreter?	Yes
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?	illegal working
Declared immigration status	Holiday maker
How and when did the subject last enter the UK?	28/11/22
[REDACTED]	[REDACTED]

Are there any vulnerabilities/trafficking/safeguarding issues?	No
Is the subject considered a 'rough sleeper'?	No
Where in the premises was the subject located?	Hastely Exiting front of premises
Are you taking enforcement action?	Yes
[REDACTED]	
Biographic search results	Systems checked [REDACTED] Result of checks No trace other than application for family visa in April 21as an Albanian national 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.	
Management Checks Complete	
Date management checks complete	19-12-2022 15:36:28
Reviewer(s)	[REDACTED]

Encounter					
Details					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	██████████ - ROU Romania				
Time	18:18				
Created at geolocation	<table style="width: 100%; border: none;"> <tr> <td style="width: 30%;">Easting</td> <td style="text-align: right;">288093</td> </tr> <tr> <td>Northing</td> <td style="text-align: right;">97976</td> </tr> </table>	Easting	288093	Northing	97976
Easting	288093				
Northing	97976				
Creation date	09-12-2022 18:18:20				
Chosen Identity					
Identity source/type	Declared				
Name	██████████				
DOB	██████████				
Gender	Female				
Nationality	ROU Romania				
Languages					
Languages spoken	English				
Interpreter used?	No				
Encounter					
Encountering 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?	Adverse behaviour on entry, rapid movements once we entered the premises.				
Declared immigration status	Entered 2 or 3 months ago, looking for change of circumstances. Visitor to the UK.				
How and when did the subject last enter the UK?	Entered by airplane, September 2022. Claimed she change of experience in the UK.				
██████████ ██████████	██████████				

[REDACTED]	[REDACTED]								
Are there any vulnerabilities/trafficking/safeguarding issues?	No								
Is the subject considered a 'rough sleeper'?	No								
Where in the premises was the subject located?	Working behind the bar								
Are you taking enforcement action?	Yes								
[REDACTED]									
Biographic search results	<table border="0"> <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	<table border="0"> <tr><td>Document type</td></tr> <tr><td>Name in document (if different from above)</td></tr> <tr><td>Document reference</td></tr> <tr><td>Document expiry date</td></tr> <tr><td>Country of issue (if different from nationality above)</td></tr> <tr><td>Suspected fraudulent</td></tr> <tr><td>Notes</td></tr> <tr><td>Photos</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									
Arrested 18:28 WIB.									

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

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

Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
[REDACTED]	[REDACTED] - ALB Albania				
Time	18:12				
Created at geolocation	<table style="width: 100%;"> <tr> <td style="width: 30%;">Easting</td> <td>288151</td> </tr> <tr> <td>Northing</td> <td>98090</td> </tr> </table>	Easting	288151	Northing	98090
Easting	288151				
Northing	98090				
Creation date	09-12-2022 18:12:52				

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

Identity source/type	Declared
Name	[REDACTED]
DOB	[REDACTED]
Gender	Male
Nationality	ALB Albania

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?	Yes
Declared immigration status	
How and when did the subject last enter the UK?	2014
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
Are there any vulnerabilities/trafficking/safeguarding issues?	No
Is the subject considered a 'rough sleeper'?	No

Where in the premises was the subject located?	Kitchen area running from officers
Are you taking enforcement action?	Yes
████████████████████ ████████	
Biographic search results	Systems checked Person Check 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
Notes	
I entered the kitchen following the arrest of another male by my colleague IO ██████. On entering the kitchen a male dressed in chef whites ran towards the exit. I arrested him on suspicion of being an immigration offender.	
Management Checks Complete	
Date management checks complete	19-12-2022 16:11:08
Reviewer(s)	██████████

Encounter							
Details							
Type of work	Visit						
Visit reference	[REDACTED]						
Created by	[REDACTED]						
ProntoID	[REDACTED] - ALB Albania						
Time	18:21						
Created at geolocation	<table border="0" style="width: 100%;"> <tr> <td style="width: 30%;">Easting</td> <td style="width: 30%;">288094</td> <td style="width: 40%;"></td> </tr> <tr> <td>Northing</td> <td>97985</td> <td></td> </tr> </table>	Easting	288094		Northing	97985	
Easting	288094						
Northing	97985						
Creation date	09-12-2022 18:21:19						
Chosen Identity							
Identity source/type	Declared						
Name	[REDACTED]						
DOB	[REDACTED]						
Gender	Male						
Nationality	ALB Albania						
Languages							
Languages spoken	Albanian						
Interpreter used?	Yes						
Interpreter details	[REDACTED]						
Does the individual understand the interpreter?	Yes						
Encounter							
Encountering officer	[REDACTED]						
Is this encounter related to a Small Boats event?	No						
Is this person the subject of the visit?	Yes						
Declared immigration status	States passport is at Brooke house						
How and when did the subject last enter the UK?	September 2023 by small boat						
[REDACTED]	[REDACTED]						
[REDACTED]	[REDACTED]						
Are there any vulnerabilities/trafficking/safeguarding issues?	No						

Is the subject considered a 'rough sleeper'?	No
Where in the premises was the subject located?	Bedroom upstairs
Are you taking enforcement action?	No
[REDACTED]	
Biographic search results	<p>Systems checked [REDACTED]</p> <p>Result of checks Confirmed arrival via small boat and wished to claim asylum but refused to answer questions and then eventually stated he owes money back in Albania. Released from detention on basis of Asylum claim. No record of Asylum claim at the moment.</p> <p>Status returned by system checks</p>
Identity Documentation	
No documentation provided.	
Notes	
As there is an outstanding asylum application even though it is not showing on the system he has claimed so going to get an address and update records and make sure his case is progressed	

Encounter							
Details							
Type of work	Visit						
Visit reference	██████████						
Created by	██████████						
ProntoID	██████████ - GRC Greece						
Time	18:06						
Created at geolocation	<table style="width: 100%; border: none;"> <tr> <td style="width: 30%;">Easting</td> <td style="width: 30%;">288088</td> <td style="width: 40%;"></td> </tr> <tr> <td>Northing</td> <td>97986</td> <td></td> </tr> </table>	Easting	288088		Northing	97986	
Easting	288088						
Northing	97986						
Creation date	09-12-2022 18:07:28						
Chosen Identity							
Identity source/type	Declared						
Name	██████████						
DOB	██████████						
Gender	Female						
Nationality	GRC Greece						
Languages							
Languages spoken	Greek						
Interpreter used?	Yes						
Interpreter details	██████████						
Does the individual understand the interpreter?	Yes						
Encounter							
Encountering 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?	Hiding behind bar. seen by external cover to remove apron and duck down. Apron noted on shelf amongst bottles						
Declared immigration status	Greek						
How and when did the subject last enter the UK?	Applied for EUSS August I came back about a week ago						

[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
Are there any vulnerabilities/ trafficking/safeguarding issues?	No
Is the subject considered a 'rough sleeper'?	No
Where in the premises was the subject located?	Hidden behind bar
Are you taking enforcement action?	Yes
[REDACTED]	
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
Notes	
No notes entered.	

Illegal Working - Employee

Details

Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
[REDACTED]	[REDACTED] - ALB Albania				
[REDACTED]	[REDACTED]				
Subject name	[REDACTED]				
Subject DOB	[REDACTED]				
Subject nationality	ALB Albania				
Subject gender	Male				
Time	18:36				
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>288094</td> </tr> <tr> <td>Northing</td> <td>97985</td> </tr> </table>	Easting	288094	Northing	97985
Easting	288094				
Northing	97985				
Creation date	09-12-2022 18:36:13				

Language of Interview

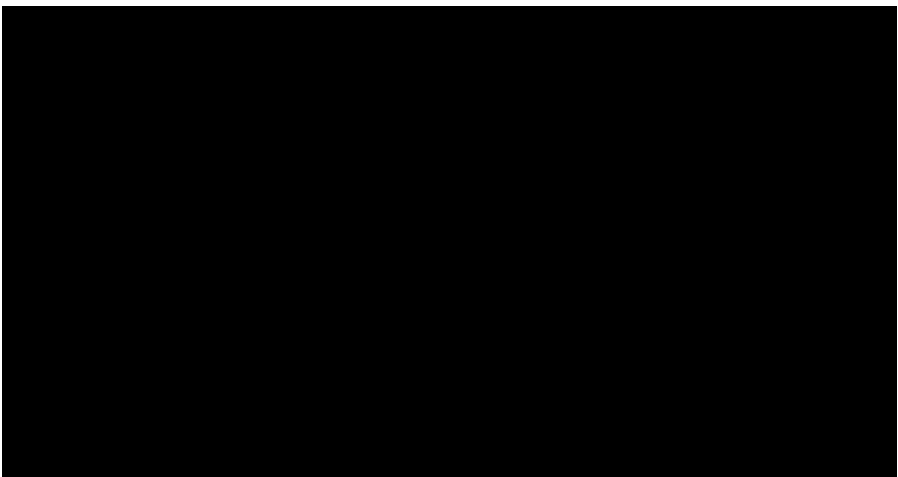
What language is the interview carried out in?	English
Interpreter used?	No

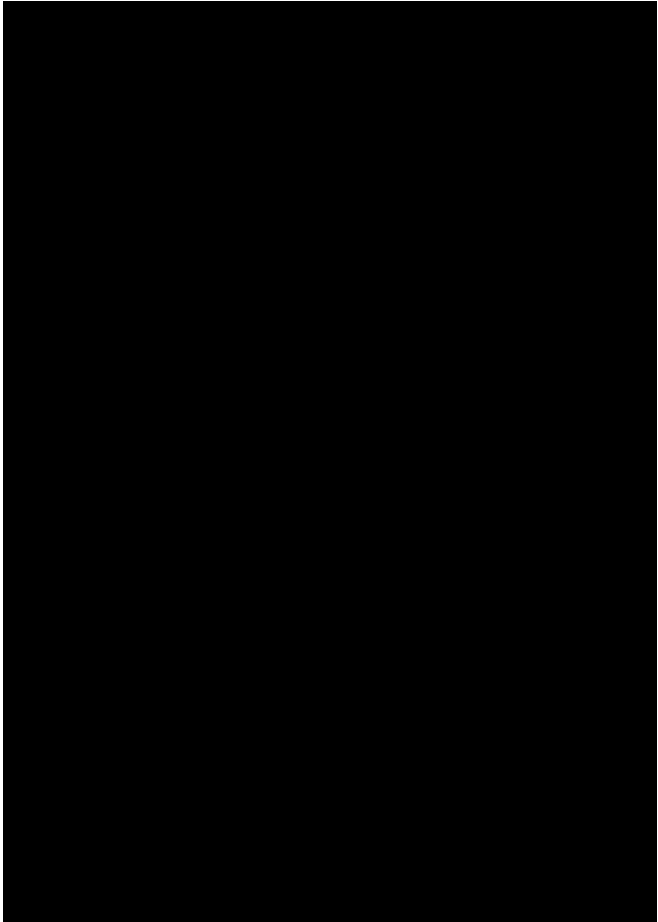
Obligation

How long have you been working here?	I do not work here full time, I help out when it's busy on Friday and Saturday
What is your job role/ what are your duties?	Chef / cooking
What days/ hours do you work each week?	Friday and Saturday 6pm to 9pm

Control

Who gave you this job (name and role in business)?	My cousin owns the business here, Belluno. Aqif Derti is my cousin. He helps me out with money.
Who tells you what days/ hours to work?	I come to help, no one tells me.
Who tells you what tasks/ duties to do each day?	My cousin doesn't tell me what to do, I just help.
How long have you worked/ helped out at Belluno	About 6-8 weeks

Remuneration	
How are you paid (money, accommodation, food)?	My cousin helps you with money, free food anytime.
If money, how much and how do you receive it?	My cousin gives me money when I need it. He gave me £150 last week.
Do you pay income tax or have a National Insurance number?	No I get paid cash
Pre-employment Checks	
What name does the employer know you as?	██████████, he's my cousin.
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 (██████████)	 09-12-2022 18:52:24
Observations	
Observations	Encountered in the kitchen area, wearing chef whites, ran from officers and arrested on suspicion of being an immigration offender.
Do you suspect this person of illegal working?	Yes

<p>Photo 1</p>	 <p>Caption Exhibit Ref [REDACTED] Common name [REDACTED]</p>
<p>Management Checks Complete</p>	
<p>Date management checks complete</p>	<p>19-12-2022 16:12:54</p>
<p>Reviewer(s)</p>	<p>[REDACTED]</p>

Illegal Working - Employer

Details

Type of work	Visit	
Visit reference	[REDACTED]	
Created by	[REDACTED]	
[REDACTED]	Haqif Derti - [REDACTED] - GBR British Citizen	
[REDACTED]	[REDACTED]	
Employer	Haqif Derti	
Subject DOB	[REDACTED]	
Subject nationality	GBR British Citizen	
Subject gender	Male	
Time	19:41	
Created at geolocation	Easting	288094
	Northing	97984
Creation date	09-12-2022 19:37:24	

Language of Interview

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

Employer Details

No details provided.

Declaration by Employer

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

Signed by Haqif Derti

09-12-2022 19:53:08

Observations

Observations

██████████
is just helping, don't give him money or accomm just food. Pocket money when he needs, 20-40 pounds.
Didn't show docs for rtw. He's from same village. He helps in kitchen as chef. He's been doing it here for 3 weeks.
I allowed him to help here.

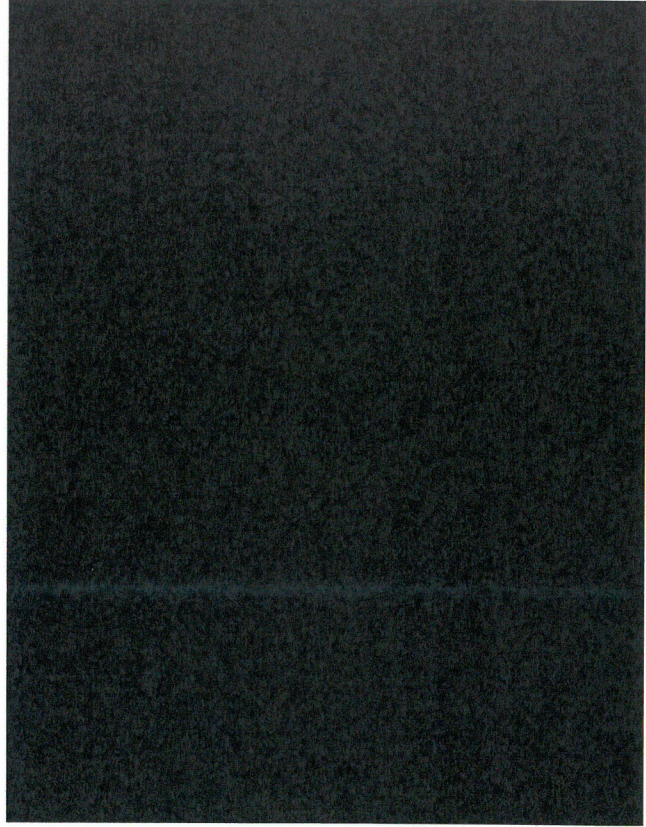
██████████
Start here 6 months ago, she had 2 weeks holiday (immigration removed from uk).
She's paid £9.50 into bank.
She is waitress, had payslips she's on payroll.
I give her jobs, I allowed her to work here.

██████████
She's only helping as waitress and in bar, cleaning.
She gets free food, pocket money £50-70 whenever she needs it.
She showed a passport.
I allowed her to work

██████████
He's my cousin, he doesn't work at all.

██████████
Started a few weeks ago, 4 weeks.
She's paid £9/hr plus tips etc
Waitress here.
She gave GRC identify card (not copied)
I direct her to do jobs, I allowed her to work.

Photo 1



Caption

RN

Freetext	
Details	
Type of work	Visit
Visit reference	[REDACTED]
Created by	[REDACTED]
Address	Belluno Italian Restaurant, Newton St Cyres, Exeter, EX5 5DA (Visit Address)
[REDACTED]	[REDACTED]
Time	19:40
Created at geolocation	No geolocation available
Creation date	09-12-2022 19:40:19
Is this entry related to a Critical Incident?	No
Entry	
Title	Observations

Text

Manager (little man in red t shirt and grey trousers) was aggressive and non compliant after initial entry, making demands and saying he had a party of 50 people coming and we were interrupting the running of his business.

Manager was aggressive and argumentative with IO [REDACTED] when he was trying to explain the CP referral notice. He got up and walked away from IO [REDACTED] at one point, but came back to again demand names are crossed off the list before it gets sent off.

Manager got angry again and said "Is this Happy Christmas to me?" and that if he was fined £20,000 per illegal worker he would have to close his business "because of Immigration". IO [REDACTED] again attempted to explain about the process, as did CIO [REDACTED], but the Manager kept aggressively talking over them.

Manager demanded one of the workers be crossed off the list as he wasnt in uniform which the Manager said meant he didnt work at Belluno.

Manager said that because the two he wanted removed had NI numbers they had the right to work. He stated that he could prove that because they were on the payroll and had payslips.

Manager then stated that [REDACTED] be crossed off the list as she had the right to work here. Myself and IO [REDACTED] both encountered her, and she wasnt wearing a uniform (she was working an unbranded, black t shirt and black, ripped jeans), and does work there (she was found trying to hide herself behind the bar), so the Manager's justification for the other worker not working there "because he isnt wearing a uniform" does not seem to be credent.

During my and IO [REDACTED] encounter with [REDACTED], the Manager came in and stood watching for a while but I stood in between his sightline with the person being interviewed, as the subject was under arrest and as such, he was not able to communicate with her

[REDACTED] started off being quite annoyed and slighty aggressive, and refused to believe she did not have the right to work there. She freely admitted to myself and IO [REDACTED] that she was working as a waitress at Belluno. She stated that as she had an NI number, she therefore had the right to work.

She admitted to returning to the UK via the e-gates (this grants tourist entry ONLY), and that she was coming to the UK to live and work. (This is therefore entry by deception.)

She stated everything was so confusing about work, and why did the UK make it so hard for people like her to be allowed to work here, it was pointed out to her that, when she was previously encountered by Immigration in June, again, working illegally, it would have been explained to her then what she was required to do to enable her to work legally in the UK, however,

despite this knowledge, she came back to the UK within a week of voluntarily departing back to Greece (following the previous encounter with Immigration), again entered as a tourist, rather than coming with the necessary work permit,

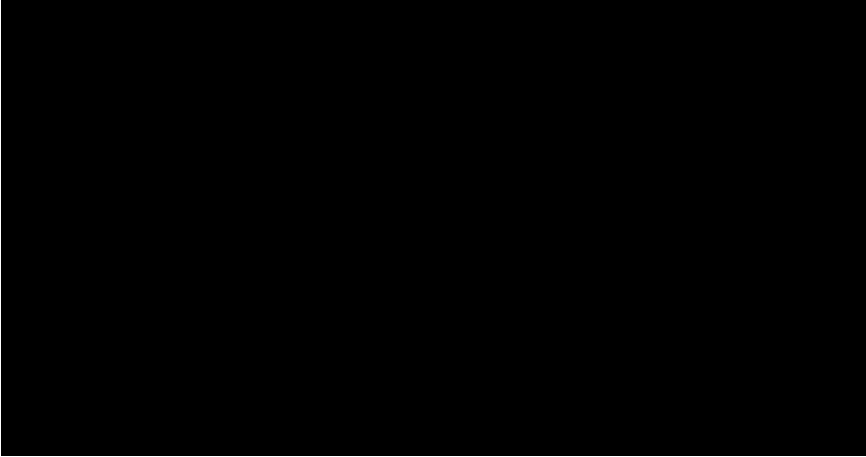
Photographs

No photographs.

Illegal Working - Employee					
Details					
Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
[REDACTED]	[REDACTED] - GRC Greece				
[REDACTED]	[REDACTED]				
Subject name	[REDACTED]				
Subject DOB	[REDACTED]				
Subject nationality	GRC Greece				
Subject gender	Female				
Time	18:20				
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>288090</td> </tr> <tr> <td>Northing</td> <td>97984</td> </tr> </table>	Easting	288090	Northing	97984
Easting	288090				
Northing	97984				
Creation date	09-12-2022 18:20:00				
Language of Interview					
What language is the interview carried out in?	Greek				
Interpreter used?	Yes				
Details of interpreter	[REDACTED]				
Does the individual understand the interpreter?	Yes				
Obligation					
what do you do here at this restaurant	I am a waitress				
How long have you been working here?	Since about June				
Did you return to Greece after you last spoke to Immigration officers	Yes				
when did you last enter the UK	About 1 week				
Do you have a contract of employment here	Yes				
What days do you work	It depends				

OFFICIAL SENSITIVE

what days have you worked this week	Every day Monday lunchtime service Tuesday lunchtime service Wednesday same Today I start about 6pm I just helping today not set hours I had stuff to do today so didn't know what time I could be starting
Who gave you the job	The manager when I gave him the national insurance number he say I can work They call him Sal
how much are you paid an hour	£9.50
when are you paid	Every Sunday
How are you paid	Straight to my bank
Are you paid on the week or before you work	I am paid for the week I have worked
Why have you come back to the UK	My 5 year application is current and when they throw me out last time they make a mistake The first time I was refused because I could not give correct proofs This time I give them the proof my case is open
when did you first come to the UK	2020 Summer June or earlier I left because of family emergency in around Christmas time back to Greece. I stay in Greece until November 2021 This is when return,I make the applications.
When you entered the UK last what did you come to do	I have not come for bad purpose I like it here I come to live & work and get my papers through solicitor
Did you tell this to Immigration when you arrived	I come in, in Birmingham They did not ask I used the gate.
Do you get a payslip	Yes
do you pay tax and national insurance	Yes
Is there anything else you want to tell me	Either I want to stay here and get my papers or go home and make application to come back

Control	
No details provided.	
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.	
Interviewee signature [REDACTED] [REDACTED]	 09-12-2022 19:01:55
Observations	
Observations	Was hidden behind bar seen by Officers Apron hidden amongst bottles on shelf with her phone wrapped in it
Do you suspect this person of illegal working?	Yes