

STOCKTON-ON-TEES BOROUGH COUNCIL STATEMENT OF WITNESS

(Criminal Procedure Rules 2020, r. 16.2;
Criminal Justice Act 1967, s. 9; Magistrates' Courts Act 1980, s. 5B)

STATEMENT OF: Elliott Beavers

AGE: Over 18

OCCUPATION: Licensing Officer

ADDRESS: 16 Church Road, Stockton-on-Tees, TS18 1TX

This statement (consisting of 5 pages each signed by me) is true to the best of my knowledge and belief and I make it knowing that, if it is tendered in evidence, I shall be liable to prosecution if I have wilfully stated in it anything which I know to be false or do not believe to be true.

Dated the 2 day of August 2024 Signed *E.F. Beavers*

1. I, Elliott BEEVERS am a Licensing Officer employed and authorised by Stockton Borough Council. I have been employed in the Licensing Team since September 2021 and part of my duties is to investigate possible offences and conduct compliance checks in relation to the Licensing Act 2003.
2. I make this statement using notes from the Councils recording system in relation to my work with Lebaneat located at 48 High Street, Yarm, TS15 9AH.
3. On 19th October 2023 while working on another event in Yarm I visited Lebaneat alongside my colleague Polly EDWARDS to conduct a proactive check on conditions of the Premises Licence at the premises.
4. When we entered the premises, I spoke with the manager who I now know to be [REDACTED]
5. [REDACTED] could not operate the CCTV system and ended up ringing a number of people including the Head Office in Durham and the Designated Premises Supervisor (DPS) Ms Oksana Sayed.
6. After these calls [REDACTED] finally managed to access the system however the CCTV was only recording for 24 days rather than the required 31 days which was a breach of the following licence condition - *A digital Closed-Circuit Television system (CCTV) will be installed and maintained in good working order and be correctly time and date stamped. The system will incorporate sufficient built-in hard-drive capacity to suit the number of cameras installed, whilst complying with data protection legislation. CCTV will be capable of providing pictures of evidential quality in all lighting conditions, particularly facial recognition. Cameras will encompass all ingress and egress to the premises, outside areas and all areas where the sale/supply of alcohol occurs. There will be a minimum of 31 days recording. The system will record for 24 hours a day. The system will incorporate a means of transferring images from the hard-drive to a format that can be played back on any desktop computer. The digital recorder will have the*

Signed

E.F. Beavers

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facility to be password protected to prevent unauthorised access, tampering, or deletion of images. There will be at all times a member of staff on duty who is trained in the use of the equipment and upon receipt of a request for footage from a governing body, such as Cleveland Police or any other Responsible Authority be able to produce the footage within a reasonable time, e.g. 24hrs routine or less if urgently required for investigation of serious crime.

7. Also, [REDACTED] very much struggled to use and access this system, so I did not believe there was, at all times a staff member on duty who was trained in the use of the equipment as worded in the above condition.
8. Following this visit I had some email correspondence with the Head Office where I was advised on 14th November 2023 that the CCTV was now compliant with the condition.
9. On 22nd November 2023 I conducted my revisit to Lebaneat to check compliance with the CCTV condition. Again, I asked for the manager and was greeted with the male who I now know to be [REDACTED]
10. Again, he could not use the CCTV system to a good standard. He managed to access the options but struggled to get further.
11. [REDACTED] was told the password again from someone on the phone, which was a Z shape, but he could not manage to put this in. He seemed to be unsure what a Z was and was attempting to use the right side of the mouse instead of the left to click then trying both sides at the same time. It seemed he could not use a computer and therefore could not use the system.
12. After being on the premises for around 20 minutes I decided I had been there long enough and decided to access the CCTV myself. I noted the storage of the CCTV was now compliant going back to 18th October 2023, storing for 35 days.
13. I advised [REDACTED] that this is still a breach of condition as no one on the site was trained in the use of the system. He asked me if I can show one of his staff how to use it which I declined as I advised this is not my responsibly to do so. I advised him I will be following up in a letter and revisiting again to ensure compliance with the CCTV condition.
14. On 22nd December 2023 I again revisited the premises where I spoke with [REDACTED] in his position as manger. Another staff member joined us this time who I would describe as a female 18-20 years old.

Signed

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15. Together they did manage to use the system without my assistance. I was satisfied on this occasion that someone was on site who was trained in the use of the CCTV equipment.
16. On 26th March 2024 at approximately 21:00 I entered Lebaneat alongside my colleagues from Home Office Immigration Enforcement.
17. The manager, [REDACTED] attempted to sit down acting as a customer however the officers from Immigration prevented him from doing so and advised they suspected him of working. I advised the officers from Immigration that I have dealt with this male on a number of occasions and know him to be the manager of the restruant.
18. Also, the staff were referring to [REDACTED] as the manager and asking him questions.
19. During this visit another 2 males who I now know to be [REDACTED] and [REDACTED] were also suspected to be working illegally.
20. Overall, 3 out of 6 workers in the premises were suspected not to have permission to work.
21. On 2nd April 2024 I visited Lebaneat in Yarm and spoke with the partner of the DPS who provided me with his name as [REDACTED].
22. During this visit I undertook a full inspection of the premises licence. Advice was given to [REDACTED] that the premises needed to get an incident book to comply with the following condition - *the business will maintain an incident book to record all instances where the staff deal with people who have been unruly, drunk, abusive, aggressive or have committed criminal acts or have had to call Police for such incidents. This shall include the date and time of the incident, together with a description of the incident and whether the Police were called/attended. The Designated Premise Supervisor/Store Manager/Business Owner will check and sign each page and the incident book will be made available to the Licensing Authority and/or Responsible Authorities upon request.*
23. During this visit I also asked to check the HR System. I asked to see the previous managers employee profile, which was [REDACTED] one of the males suspected to be working illegally.
24. [REDACTED] profile was under the name of [REDACTED]. [REDACTED] instantly managed to match the name I had given him to the name ([REDACTED] [REDACTED]) to the name on their system ([REDACTED]).

Signed

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25. I checked the photo ID recorded on the system, the ID looked to me to be someone else's ID with a photo of [REDACTED] photoshopped on top. I informed [REDACTED] about this he said something along the lines of they are always trying new things and it's hard for us to spot it. From this I assumed he meant people try new ways to get employed without right to work.
26. I advised him it wasn't hard for me to spot, and the ID looked fake. I asked who checks documents and [REDACTED] said the HR team.
27. I requested CCTV from 22nd March 2024 to 26th March 2024 which would show the three males working.
28. On 5th April 2024 I revisited the premises and collected this footage.
29. On 25th April 2024 my colleague Polly EDWARDS and I travelled to the Lebaneat Head Office, which is located at Unit 4 St. Johns Road, Meadowfield Industrial Estate, Durham, England, DH7 8TZ. The purpose of this visit was to interview Ms Oksana Sayed as the DPS and sole director of Lebaneat (Yarm Ltd) the company which holds the premises licence. I exhibit as evidence a transcript of interview as EB1.
30. During this interview [REDACTED] informed me about a HR team which they have had since March 2023 and are based in Dubai. I was advised that [REDACTED] or another manager would check that the photo on the ID is the same person that is in front of them, then complete the new employee checklist which is sent to Dubai to the HR team.
31. When asked in relation to the length of employment of the illegal workers [REDACTED] advised 'It's about one month and a half. One month. Some of them one month, some of them one month and a half.' He then went onto check paperwork for [REDACTED] (known to them as [REDACTED]) which showed his date of employment was 29th September 2023.
32. [REDACTED] went on to say 'This is the date he applied for employment, but he worked in the, I think, end of February.' I advised I had spoken to [REDACTED] in October so he can't of not started till February.
33. [REDACTED] said 'Yeah, yeah. He made, I think, a few shifts in September and October. End of September and October, and it depends if they are on the rota. Sometimes we quiet week, we don't have, like, enough business. So, they haven't been work full time, but we hired him in September.'

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34. During the interview I was shown a number of documents by [REDACTED] relating to employment checks, including new employee checklist for all three of the males arrested by the Home Office. He allowed me to take these away for further review.

35. I exhibit the paperwork given for [REDACTED] (allegedly known to Lebaneat as [REDACTED]) as EB2

36. I exhibit the paperwork given for [REDACTED] (allegedly known to Lebaneat as [REDACTED]) as EB3.

37. I exhibit the paperwork given for [REDACTED] (allegedly known to Lebaneat as [REDACTED]) as EB4.

38. I am not an expert on inspecting documentation, but all three of the IDs provided look like the pictures the employees have provided to complete the new employee checklist which then looks as though these have been edited onto the someone's ID, creating a counterfeit right to work document.

39. I visited Lebaneat again on 2nd August 2024 and I spoke with the new manager, [REDACTED]. I showed him the photo that Lebaneat had provided to me of [REDACTED] (EB4) and asked if he knew where the photograph was taken as I believed it to be inside the restaurant. He said it looks like the toilets and when I entered the toilets, I do believe that is where the photo was taken. I produce photos I took of this area as EB5.

40. This contradicts what [REDACTED] claimed when he stated that people are always trying new ways to get employment when they do not have right to work as the photo on the 'fake ID' was taken at Lebaneat.

Signed

E. F. Beavers

STOCKTON-ON-TEES BOROUGH COUNCIL**TRANSCRIPT OF RECORDED INTERVIEW**

Persons Interviewed: Oksana SAYED and Ahmed Mohammed HUSSAIN Time Commenced: 15.08 hrs
 Place of Interview: [REDACTED] Master CD Number(s):
 Date of Interview: 25 April 2024
 CD Reference Nos: ESD/1765
 Interviewing Officers: Elliott BEEVERS and Polly EDWARDS

Signature of Officer Preparing Record

Exhibit Number.....
Identifying Mark
This record consists of 20 pages is the exhibit referred to in the statement made and signed by me.
Signature

Times	Initials	
	EB	This interview is being audio recorded. This interview is not under caution. This interview is to assess the premises licence at Yarm and ask you some questions about that. Please be aware, we may share anything said in this interview with third parties, where appropriate. This interview is taking place in the Meeting Room at [REDACTED], which is the head office of Lebaneat. The date is 25 th April 2024 and the time is 15.08 in the afternoon. I am Elliott Beevers and I am a Licensing Officer employed by Stockton-on-Tees Borough Council in the Licensing Service. I'm based at 16 Church Road, Stockton-on-Tees. The following officer present is ...
	PE	Polly Edwards, also a Licensing Officer, based at the same address.
	EB	For the record, can you identify yourself stating your full name, please?
	OS	My name is Oksana Sayed.
	EB	Your home address?
	OS	[REDACTED].
	EB	And your date of birth?
	OS	[REDACTED]
	EB	And your position in the company, please?
	OS	Director.

CONTINUATION OF TRANSCRIPT OF RECORDED INTERVIEW OF OKSANA SAYED AND AHMED MOHAMMED HUSSAIN

	EB	Yeah, and please can you identify yourself as well, please, stating your full name?
	AMH	Yeah, my name is [REDACTED].
	EB	Yeah, and your home address?
	AMH	[REDACTED].
	EB	And your date of birth, please?
	AMH	[REDACTED].
	EB	Yeah, and your position in the company?
	AMH	Manager. Operations Manager.
	EB	Yeah. Just for the benefit of the tape as well, Oksana's colleague has mentioned that Oksana was actually away between the dates of approximately October 2023 and March 2024, so he might be better placed to answer any questions. Any question will be directed towards Oksana, but she has been informed if she is not too sure, she'll let us know and we can possibly redirect that question. At the end of the interview, I'll give you a notice explaining what will happen to the CDs and how you can obtain a copy, if needed. Do you agree there is no one else present in the room, apart from everyone who's identified themselves?
02:01	OS	No.
	EB	Yeah. And can you confirm the CDs being used in this interview were new and unsealed in your presence?
	OS	Yes.
	EB	Yeah. So, prior to the recording machine being switched on, I explained to you the reason for the interview is in relation to a joint visit between Licensing and our colleagues in Immigration from the Home Office, whereby three males were found to be working in the Lebaneat branch at Yarm, with no right to work. The interview is not under caution, but I should let you know, you're free to leave at any time, you may ask for a break at any time, and you may ask to consult with a solicitor at any time. Do you wish to seek legal advice?
	AMH	No.
	OS	No.
	EB	No. And is there a reason why you don't want to?
	AMH	Nothing to say.
	OS	No reason yet.
	EB	No reason yet.

Signature of Officer preparing record
 EB1 - Interview Transcript

CONTINUATION OF TRANSCRIPT OF RECORDED INTERVIEW OF OKSANA SAYED AND AHMED MOHAMMED HUSSAIN

	OS	Yeah.
	EB	That's absolutely fine. This interview is being conducted in accordance with the Codes of Practice of the Police and Criminal Evidence Act 1994. A copy of these Codes of Practice can be available for you to consult on at any time. So, a joint visit with Immigration Officers was carried out on 26 th March 2024. During the visit, this located three people working illegally in the Yarm branch of Lebaneat, which was an intelligence-led operation. The people found to be working illegally was [REDACTED], who was the manager, [REDACTED], who was kitchen staff, and [REDACTED], kitchen staff with no permission to work. Can you confirm these people were employed by Lebaneat to work in the Yarm branch?
	OS	[Inaudible]
	EB	I'm going to direct the question to Oksana. If you're not too sure, Oksana, could you let us know and obviously we can ...
	OS	Yeah, I'm not too sure.
	AMH	Okay, the name you provide me now, okay, this is ... I don't know these names. The names which was working with us, the one I provide to the Immigration which the name, the ...
04:09	OS	Yeah.
	AMH	I've no idea.
	EB	Okay. So, are you indicating they've obviously give you false names. Is that right?
	AMH	Sorry?
	EB	So, are you indicating that they've given you false names when they've come to work with?
	AMH	Yeah, they ... yes, yes, they provide me with different ID, different, sorry, different name.
	EB	Yeah.
	AMH	And the ID. If the name what you say now and during the Immigration visit, when they checked them, they found they have different name.
	EB	Yeah.
	AMH	And I informed, I think the application to the Immigration, okay? And I provide the Immigration all the documents. The starter checklist and everything we supposed to do when we hire new staff.
	EB	Was that after they were found to be working illegally, or was that at the time of employment, did you send that to Immigration?
	AMH	No. I think this one was recently after.

Signature of Officer preparing record
 EB1 - Interview Transcript

CONTINUATION OF TRANSCRIPT OF RECORDED INTERVIEW OF OKSANA SAYED AND AHMED MOHAMMED HUSSAIN

	EB	Yeah, so after they were found to be working illegally to say who they were, is that right?
	AMH	Yes.
	EB	Yeah. Okay. Okay, so were these people employed while Oksana was away? Is that correct?
	AMH	Yes.
	EB	Okay. So, how long were they working at the company for?
	AMH	It's about one month and a half. One month. Some of them one month, some of them one month and a half. Have you got the date there? You've got the dates bit, yeah?
	OS	No. Is this it? One second.
05:57	AMH	Yeah. Okay. [Pause] The second one.
	OS	And where is that?
	AMH	There we go.
	EB	Thank you. Okay. Have you got any documentation that shows when these people started work for you?
	AMH	Yes, the digital one I showed you.
	EB	Yeah. Have you got that available today?
	AMH	Yes.
	EB	Yeah. Would you be able to show me?
	AMH	Yeah.
	EB	So, for example, shall we have a look at the digital one for [REDACTED]. I appreciate that's not the name you've got on the system.
	AMH	Yeah.
	EB	But, as far as I'm aware, he's the manager, or he was the manager of the Yarm branch at that time.
	AMH	And the name?
	OS	This one says different [inaudible]. [Pause] You need it to be printed?
08:17	EB	No, no. If we can see it on the online one, that's fine. I'm just curious of the start date of them males, that's all. 'Cause obviously, if they were employed while you were away, it probably is more appropriate to ask your partner these questions.

Signature of Officer preparing record
 EB1 - Interview Transcript

CONTINUATION OF TRANSCRIPT OF RECORDED INTERVIEW OF OKSANA SAYED AND AHMED MOHAMMED HUSSAIN

	AMH	Right. Okay. [REDACTED]
	EB	Yeah, so that's the male I know to be the manager, so the name he's give you is, is his first name the second one?
	AMH	[REDACTED].
	EB	[REDACTED]. Okay, so, the false name he's provided you with is [REDACTED]. So, is that the date of his employment there, 29 th September 2023? Is that correct?
	AMH	29 th September 2023.
	EB	Yeah.
	AMH	Yeah.
	EB	Would that be the date of his employment? Is that right?
	AMH	This is the date he applied for employment, but he worked in the, I think, end of February.
	EB	Okay.
	AMH	And this one. 'Cause we were quiet, we didn't.
	EB	Okay, because, as far as I'm aware, that male's been there at least since October, 'cause I made a visit in October and I've spoken to him.
10:01	AMH	Yeah.
	EB	Yeah.
	AMH	Yeah, yeah. He made, I think, a few shifts in September and October. End of September and October, and it depends if they are on the rota. Sometimes we quiet week, we don't have, like, enough business. So, they haven't been work full time, but we hired him in September.
	EB	Okay. And so, did he work in a different branch when he wasn't working at the Yarm branch?
	AMH	No.
	EB	No. He just was out of work.
	AMH	Yeah, yeah.
	EB	Okay. So, you might be able to answer this question for us, Oksana. Regarding your right to work checks, so when you're looking to employ somebody, and obviously you might have a different process, but you know a standard process for getting a job is probably you advertise a job, so it might be, for example, you know, kitchen staff at your Yarm branch. You probably put that out there somewhere. You get a number of applicants. You probably conduct interviews.

Signature of Officer preparing record
 EB1 - Interview Transcript

CONTINUATION OF TRANSCRIPT OF RECORDED INTERVIEW OF OKSANA SAYED AND AHMED MOHAMMED HUSSAIN

		From there, when you are looking to employ somebody, if you think they're the right person, how would you go about carrying out them right to work checks?
	OS	We have [inaudible] forms. We have [inaudible] forms and then they have to ...
	AMH	Fill the start out.
	OS	... fill the starter, I mean not the start ...
	AMH	Checklist.
	OS	... the new employee checklist, okay? And then this goes to the ...
	AMH	The file.
	OS	This goes to the file and then this person who is responsible to check the staff after check it, if everything's been okay.
	EB	So, who's the person responsible to check?
	OS	[REDACTED]
	AMH	Yeah, it's now, before we used to do ourself.
	OS	Yeah.
	AMH	Now we have HR and head office in Dubai.
	OS	Yes.
	EB	Right.
	AMH	Okay? So, if we want to hire someone, okay, we ask them for their ID and postcode and National Insurance number.
12:09	OS	Yeah, so they ...
	AMH	And we fill starter checklist for him. We check the picture that's in the ID. The same picture is the person who is in front of us, then we keep everything in file. That's the one I showed you the other day when you came in, the police is there.
	OS	This one.
	EB	Okay. So, were you mentioning there, that responsible person is possibly over in Dubai in your HR Team, is that correct?
	OS	Uh-hmm.
	EB	Okay. So, you check the picture, make sure it's the same person.
	OS	Yes.
	EB	And then this is sent to Dubai for the ... so, what do they do? They do Home Office checks?

Signature of Officer preparing record
 EB1 - Interview Transcript

CONTINUATION OF TRANSCRIPT OF RECORDED INTERVIEW OF OKSANA SAYED AND AHMED MOHAMMED HUSSAIN

	OS	They send ...
	AMH	What do you do Home Office check? How do you do a Home Office check?
	EB	So, I believe there's like a check code you can get which then you go on the Home Office website.
	AMH	In the starter checklist, from our side, we need to check the person in physical, the ID, the National Insurance number, it's the same picture from there. We just send the information to the head office in Dubai, okay, and they keep the record in file which is the digital one that I showed you now.
	EB	Okay. How long has your head office been in Dubai for? Or your HR Team.
	AMH	March last year?
	OS	March last year, yes.
	EB	March 2023.
	AMH	Yeah.
	EB	Okay. Mr [REDACTED], this might be a question for yourself. Obviously, when I attended the Yarm branch and met with you for the inspection, which obviously we've touched on previously, when I put them names to you, you were able to locate them people from their fake names. How were you able to do that?
14:09	AMH	Say again.
	EB	So, when I've give you them names that I give you before, do you know the fake names that you're saying they give. So like, for example, [REDACTED] who was the manager.
	AMH	Yeah.
	EB	Yeah. How come, when I give you them names when I was in the store, how were you able to match them to their real name?
	AMH	No, I only know this is a fake name after the Immigration check.
	EB	Okay.
	AMH	I didn't know that. If I know this is fake name before the Immigration check, I wouldn't hire him in the first place.
	EB	Okay. So, you only knew that was a fake name because you knew that person was working illegally, so you matched them through that.
	AMH	Yeah, because Immigration inform us that these people have not the right to work and they sent us a form to fill all the information they provide us and copy of the ID and passport and National Insurance number.
	PE	Immigration sent you that.

Signature of Officer preparing record
 EB1 - Interview Transcript

CONTINUATION OF TRANSCRIPT OF RECORDED INTERVIEW OF OKSANA SAYED AND AHMED MOHAMMED HUSSAIN

	AMH	Yes.
	EB	Okay.
	AMH	And we send them there. We sent in WhatsApp. She sent in the WhatsApp?
	OS	No, this one?
	AMH	This one, the WhatsApp? Okay, do we want this one?
	OS	Same thing.
	AMH	Yes. They sent us this form. Okay?
	EB	Oh, right. So, Immigration sent you a form to fill out. Okay.
	AMH	Yes. Yeah.
	EB	That's fine. Okay.
	PE	Is that one form per employee or does it cover them all?
	AMH	No, it was ...
16:00	EB	It covers them all.
	PE	Does it? Yeah.
	AMH	It covered them all three.
	EB	Yeah. Okay.
	PE	So, you've completed that and sent that back to Immigration.
	AMH	Yes.
	PE	And did you send ...
	AMH	We sent ...
	PE	Sorry.
	AMH	We sent them copy of the ID, we sent them the National Insurance number, we sent them the payroll summary that has been working and registered with us. We sent them the payslips. We sent them, like, everything relevant.
	PE	Everything.
	EB	Okay. So, Oksana, I think you can obviously answer this question as well. We are aware, obviously, there has been problems in the Yarm branch in our local authority area with Immigration issues as well as the Durham branch and where there's also been issues there. So, what have you done since them issues to sort of rectify any problems in your chain of checking right to works? Has there

Signature of Officer preparing record
 EB1 - Interview Transcript

CONTINUATION OF TRANSCRIPT OF RECORDED INTERVIEW OF OKSANA SAYED AND AHMED MOHAMMED HUSSAIN

		been any amendment made to that?
	AMH	Yes.
	OS	There was amendments made. We ...
	AMH	All the starters checklist.
	OS	Yeah, we have a starter checklist and then we send it to the office to doublecheck them and then that's it.
	AMH	No, he mean ... I know what he mean. You mean like, okay, if we add any more checks after their previous visit in 2020?
	EB	Yes. So, I mean before, obviously there was problems. Something wasn't working. What I'm asking is, what has been put in since ...
	AMH	Yes.
	EB	So, for example, has that HR system in Dubai been implemented since? Was that supposed to make it better?
17:36	AMH	Yes. We have, before 2020, we're having to carry the right check as the Home Office wanted, okay, because we haven't been aware. Then when that happened in 2019 or '20, they told us about how to check them properly and they told us about a starter checklist and the ID and they told us, okay, to make sure check the picture is same picture of the person in front of you and the National Insurance number and we put them in the payroll straightaway and we check them with our legal accountant with like the payslips and stuff like that.
	EB	So, obviously, I appreciate you've put in measures since your previous issues. Obviously, something still isn't working because there has been, you know, as I said, it was only last month, you know, there's been more issues found. Could you manage to put a finger on how that's happened, or is it just through the fake names? Obviously, I know you mentioned before during our visit, but have you identified anywhere along that line where it could've gone wrong again?
	AMH	Right. It's not possible for us to know if the person is have, if he's the name he provided for us, if this is the right name or not because we need it from you or from ... that's why we ask the Immigration. We need the system so we can send you the ID with the name and with the picture, you know what I mean? So, because you the only one who can tell the Immigration, the only one who can tell if this name, this person. But if you came to me now and you gave me your ID and your ID has got your picture and it's got your name next to it or any name, I can't tell if this is your name, or not your name, and sometimes embarrassing to ask the person, this is your name?
20:17	PE	If they're giving you National Insurance and ID, do you check that those all match?
	AMH	Yes. The National Insurance and the names all was matching. All was matching.
	PE	So, they had a ...

Signature of Officer preparing record
 EB1 - Interview Transcript

CONTINUATION OF TRANSCRIPT OF RECORDED INTERVIEW OF OKSANA SAYED AND AHMED MOHAMMED HUSSAIN

	AMH	The name in the ID and National Insurance number, this was matching, but the one after the visit, obviously, was they said, okay, they have no right to work. The Immigration provide us with a different name for this three person who was working. Then we, I don't know what I should do, like, with this one, unless you give me any sort of system, so anyone we employ new, we can send you all the ID, full ID with the picture and with the name.
	EB	Yeah. So, obviously, for us, it would be down to the business, and again, it's not for us to enforce the Immigration laws. Obviously, we're here in relation to the premises licence, but in relation to that, obviously, it would be for the business to make sure that people have right of work. We also deal with other parts of licensing, such as taxi drivers, who are required to have a right to work, so we check that. I've seen a right to work check where someone's ... you know the check code I was referring to before? So, that gets sent off. A picture comes back of the person and it says what type of right to work they have, you know. If they're a student, if they can work full time, something like that, so what I can't quite understand is if you've carried out that check and you look and you think, you know, even if they give you a fake name and the fake name has a right to work and you look at that photo, that person in front of you is not gonna be the same person.
22:06	AMH	How do you do this?
	EB	So, as I've explained to you before, so if you go on the Home Office website, you can get like a check code. So, this person gets a code. You basically send it off to the Home Office, they do a check to see if that person's got a right to work, and then you get something back that says ... it's a couple of boxes, it's got a photo of them and their name and it says, you know, if this person's got a right to work or not. I couldn't show you one, 'cause obviously, it would have somebody else's information on.
	OS	Yeah.
	EB	But I can tell you what information that holds, if you just give me two seconds and I'll find out for you.
	AMH	So, you mean when someone is coming new to, okay, you put the name in this website, then the name is come back to you with the picture?
	EB	I think, as far as I'm aware, I think that person who you're employing has to like generate their own code, 'cause obviously it's their information you'd be accessing, but obviously, if they don't provide it to you, then you don't employ them. So, they get you like a code, I think, which you put onto a website, which will then generate their information from the Home Office's data and it will bring up a picture of them. I'm just trying to find you one now. Again, I won't be able to show you, but I can tell you what information that would hold.
	OS	And how they generate the code? Does it explain?
	EB	So, it's just online.
	OS	Ah, [inaudible].
	EB	Yeah, so, it's just online on the Home Office website. Let me just find this one.

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 EB1 - Interview Transcript

CONTINUATION OF TRANSCRIPT OF RECORDED INTERVIEW OF OKSANA SAYED AND AHMED MOHAMMED HUSSAIN

	AMH	So, every person has a code?
	EB	Yes. So, I think you have to generate a code. So, they generate their own one and say, I'm looking to be employed. My employer requires me to carry out a right to work check, and then they will get their own code which they will give to you and you can put it into this portal, or this website, which will then generate this right to work check.
	OS	Okay.
	AMH	Okay. And this right to work to check is gonna generate you the name and the picture, yeah?
	EB	Yeah, that's right. So, I've got one here. Again, I couldn't tell you the details of it, 'cause obviously it's somebody else's.
	AMH	I wouldn't know, eh.
	EB	Yeah, and so it says "Our Response", so it's an Employee Checking Service, ECS, and then they send it back and it's UK Visas and Immigration. So, the first thing is, who have we checked and what type of work. So, it'll give you their name, their date of birth and their nationality. Then it'll say, "The outcome of our check", so for example if they have no right to work, it'll say "This person does not have right to work in the UK". Then it'll say, "Reason for that", you know, whatever reason they cannot work, what this means, ensure compliance and if you need further information then obviously you can check that to whatever, you know, that person in front of you.
24:33	AMH	Yeah, but I mean, the answer from the Home Office is gonna be with the picture. So, you can compare the picture and the name together.
	EB	Yes. As far as I'm aware it was. That one I pulled up there wasn't, but from what I've been told, as far as I'm aware, you do get a photo with that as well.
	AMH	Okay.
	EB	Yeah, but we just need to make sure things are matching up, but obviously if you guys aren't doing that and it's been done in Dubai, maybe something needs to be thought about, you know, is that not the right way to go about it. Again, as I told you before, I'm not here to tell you how to run your business. I'm here, essentially, for this premises licence.
	AMH	Alright.
	EB	But, you know, it's a bit of advice. Obviously, something's not working.
	AMH	Yes.
	EB	You know, there's been three people found to be working illegally. It's not the first time it's happened, so I think you do need to look at, sort of, you know, where it's going wrong, basically. So, you're saying to us the checks are being carried out. You do your checklist, take ID, National Insurance number, etc, then send that information off to your responsible person to do them checks in Dubai in your HR. Is that correct?

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 EB1 - Interview Transcript

CONTINUATION OF TRANSCRIPT OF RECORDED INTERVIEW OF OKSANA SAYED AND AHMED MOHAMMED HUSSAIN

	OS	Yes.
	AMH	Yeah.
	EB	Yeah. Thank you.
25:32	AMH	Okay. I have a question as well, because, okay, when we hire these people, okay, they have National Insurance number, okay? Then we send the National Insurance number to our legal accountant, okay? But the legal accountant, okay, usually, and this has happened with us before, sometime they say okay, there is error with the National Insurance number. There's something wrong. Okay, they don't tell us, okay, exactly what's wrong, then we don't take them for work, okay? And the one we send, okay, it's some of them is because we have all the people. Everyone come and ask for work and sometime, you know, people coming through the door with the CVs and stuff like that. Okay? So, usually the accountant, our legal accountant, he say if there's anything wrong with his employment, National Insurance number or anything. But, for this one, okay, this was everything okay and they generate all the payslips for them. Okay? And the tax code and everything, da-de-da. Okay? I really, it's ... sorry, the payslips here as well. Okay? And this is the other one and another one in there. So, we send it, like, actually everywhere there.
	EB	Right. Yeah. Okay. Thank you.
	AMH	You can keep some if you want.
	EB	Do you want to keep them?
	PE	Yeah, I was gonna say, I'm keeping a pile here, so I've got ...
	EB	Yeah. Is it okay if we take these?
	AMH	Yes, yes, completely.
	EB	Yeah? Thank you.
	PE	Oh, thank you.
	EB	Thank you. Do you want to make sure they're in the names, 'cause there's different people there?
	PE	Yeah.
	EB	Right. Yes, if you have got any evidence for us to take away, you know, that might be useful for us. So, if you guys have got copies of these things, we would be more than happy to take these away that we could possibly use. Would you be happy for us to take them as well?
28:08	AMH	Yes.
	EB	Them photos?
	AMH	Yes. No problem.

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CONTINUATION OF TRANSCRIPT OF RECORDED INTERVIEW OF OKSANA SAYED AND AHMED MOHAMMED HUSSAIN

	OS	Yeah.
	AMH	And we take picture, yes.
	PE	Thank you. Are these pictures you've taken or the ones they have provided?
	AMH	No, this one we took.
	PE	You took them.
	AMH	[Inaudible]
	PE	Right.
	AMH	This one they provided, this one.
	PE	They provided these.
	AMH	Yeah.
	PE	Thank you.
	EB	Okay. So, since this finding on 26 th March, have you made any amendments or have you as a business decided this is because you were given fake names. So, my question probably is, if you were given fake names in the future, what's gonna happen, basically?
	AMH	We waiting for the response from the Home Office regarding this. Okay? And obviously you, if you want to for any more, if you want us to put any more checks in place, no problem. End of the day, we don't want this to happen. We have more than a hundred member of staff across the business.
	PE	Do you still have, is it two premises, or have you got more now?
	AMH	I got four.
	PE	Four?
	AMH	Four premises.
	EB	Okay.
	AMH	Yeah.
	EB	Right.
	PE	Where are the other? You've got Durham and Yarm.
	AMH	I got Durham and I got Yarm and I got Sunderland.
	PE	Yeah.
	AMH	Two in Durham.

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CONTINUATION OF TRANSCRIPT OF RECORDED INTERVIEW OF OKSANA SAYED AND AHMED MOHAMMED HUSSAIN

	PE	Two in Durham.
	AMH	Yeah.
	EB	Two in Durham.
	OS	So, what is, you know, the picture generation? So, is anyone, like, anyone who wants to work anywhere, you have to now generate pictures?
30:06	EB	So, we do that in the sense of us as a Licensing Authority for our taxi drivers, cause it's our responsibility to check that.
	OS	Yeah. Okay.
	EB	To obviously make sure we, everyone who's gonna be a driver is gonna have the right to work. If you guys, obviously, I believe is my understanding as the business owner, you just need to make sure that person's got a right to work.
	OS	Okay.
	EB	So, for example, if they've got a British passport, I'm pretty sure that means that they have got a right to work, but obviously, if it's another nationality, you might need to go down that route.
	OS	Okay.
	EB	Again, I can't confirm everything I've said about that check code is correct 'cause, you know, I don't complete them. I'm just going off what I've seen. It might be worth, just a bit of advice, to look further into them going forward so you can carry them out.
	OS	Okay.
	EB	Yeah.
	PE	They can give you like a share code that you can check online information on there. So, you just look. If you just goggle "check someone's right to work", it brings up the government sites and there's links on there of what to follow. So, you can find it on there how you can do those checks.
	EB	Yeah. Okay.
	AMH	Do you have this link?
	EB	I believe if you just go onto the Home Office website, you know, if you search online "Home Office Right to Work check code". I'll have a look now for you. It'll probably come up.
	AMH	Okay.
	PE	So, you can get this. So, you can do "check an applicant's right to work", so then they can share codes with you and check original documents.
	AMH	Okay. So, just, where is the ID? Okay. If you don't mind, can you check one of

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CONTINUATION OF TRANSCRIPT OF RECORDED INTERVIEW OF OKSANA SAYED AND AHMED MOHAMMED HUSSAIN

		these one and we try like, for example?
	PE	I think they have to give you a share code, don't they?
	EB	Yeah.
	PE	Yeah.
	EB	So, I think what has to happen, that person generates a code, then they give that to you which you put into the system.
	OS	So, they have to do themselves, like application form.
	PE	Yeah.
	EB	Yeah. So, they generate the code, but they don't put it in to the system.
32:03	OS	Okay.
	EB	They then give that to you, which you check in the system.
	AMH	Right. So, that's mean anyone who's gonna come and apply for a job now, we ask him to provide us a code first.
	EB	I can't make you do that. I would recommend you do as many checks as you can to ensure everybody who you are employing has a right to work.
	OS	Okay.
	PE	So, there's a link there, "Prove your right to work to an employer", and it gives all the details. That's what your potential employee should be going through this process. They then give you the information which you can then follow up.
	AMH	Okay. So, basically, when someone is coming ask for work, we tell them okay, we need this code.
	PE	Well, that's one way of checking the right to work. You've got to make sure they have right to work and that onus and responsibility is on you as an employer.
	AMH	Yes.
	PE	So, that is one of the ways that you can check someone's right to work, so if they're not a British Citizen, 'cause if they're a British Citizen they've got a British passport. Provided that's legit, then you can do the checks through this system. There's various systems to do, but the best thing to do is do ... I mean, speak to your HR as well, 'cause they should be the ones giving you the appropriate advice for recruitment to make sure that you're following all the rules and regs.
	AMH	Okay.
	PE	But you can, yeah, you can search online and as long as you're getting a government website that's giving you the appropriate advice of how you check, but that person who's applying has to provide you with that information upfront.

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CONTINUATION OF TRANSCRIPT OF RECORDED INTERVIEW OF OKSANA SAYED AND AHMED MOHAMMED HUSSAIN

	OS	Okay.
	EB	Okay. Can you just confirm, Oksana, is your personal licence you hold, is that with Durham?
	OS	Yes.
	EB	Yes. Okay, that's fine. So, obviously, that personal licence allows you to authorise other people to sell alcohol. It allows you to be the designated premises supervisor of a premises. Obviously, your personal licence isn't with Stockton, it's with Durham. Obviously, we pass the information on to them, just obviously in relation to that. Just to let you know, 'cause obviously, if there has been offences committed and you're responsible for alcohol sales or providing them right to works, obviously, we have to pass that information on. So, just, obviously, let you know about that. So, following this, what's most likely gonna happen, it was in the press last week, I believe. I'm not sure if you've seen it or not. Immigration have indicated to ourselves that they will be applying for a review of your premises licence in Yarm, similar to what happened in 2020 when that went to a hearing, so that looks like it's probably going to happen again.
34:24	AMH	But what happened in 2020, Oksana wasn't the director in that time.
	EB	Yeah. So, she was still the DPS. So, she was a Designated Premises Supervisor. So, she was sort of in charge of the alcohol sales, as far as I'm aware.
	AMH	In 2020 I was in charge.
	EB	So, have you got a personal licence?
	AMH	Yes, I have.
	EB	Okay. I mean, I can't check our system at the minute.
	PE	I'll see if I can.
	EB	Yeah, but as far as I was aware, it was Oksana. But, at the minute, that's not too relevant anyway, because obviously her personal licence isn't with ourselves.
	AMH	Yeah. What I mean, okay, you come and Oksana now. Okay, you say this is the second time. This is the first time for her. This is the second time, 2020, it was two different directors completely altogether, if you checking Companies House ...
	PE	Companies House.
	AMH	... you're gonna see that. 2020, '21 and she's became director, I think, in '21, July '21.
	OS	Yeah.
	EB	Okay. That's fine. I'm just giving you the information I've been passed on to. Based on how it works, as a Licensing Authority, we facilitate the review. We can apply for review as an authority, but one of our responsible authorities,

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		which is the Immigration Service, or the Home Office, they have indicated to us that they'll be applying for that. So, obviously, that'll be a huge take-up with them, because they're gonna make that application, as far as I'm aware. That's what they've indicated for ourselves. So, it wouldn't be us carrying that out. We'll be facilitating it, but they'd be putting that application in for that review.
	AMH	Okay. That's fine, but this is not coming after the answer that lie from the Home Office, because we send them now all the information and they should, okay, reply to us and say if we've done the right things or not.
36:12	EB	Yeah. So, obviously, again, as far as I'm aware, we don't deal with the Immigration offences. Immigration offences are listed under the Licensing Act and, obviously, if any are committed on licensed premises, that normally does prompt a review anyway. So, basically, all I'm informing you is that it's likely there is gonna be review of your premises licence. Again, if you have any issues with that, you can obviously explain that at the hearing. You will be given the papers that will be provided at the hearing and, obviously, if there's anything further, obviously, you can contact the Immigration service. I can tell you the application hasn't been made yet, for that review, but the indication that we've got from the Immigration service and from what we've seen in the press, that will be coming in to us shortly, I assume. Okay, so just to make aware, that'll be coming in. So, obviously, following that ...
	AMH	I thought, when you check, you make all the check with us and you see, okay, all the checks we done, because I don't think we like ... I think we've done all the relevant check we've been told by the council and Immigration for.
	EB	Yeah. So, when I came before, obviously, I checked your premises licence. I checked the conditions on there. Everything was compliant apart from the incident book. Obviously, you've since rectified that and showed me your incident book, that's fine. Obviously, at the minute, we're speaking about these Immigration offences. Obviously, as far as I'm aware, there has been Immigration offences committed. Three people have been found on the premises without a right to work which, obviously, again, as far as I'm aware, we don't deal with the Immigration offences, but it's up to you guys, as an employer, to make sure them people have got that right to work. Again, all I'm telling you is Immigration have indicated to ourselves that they'll be applying for review of your premises licence. So, again, you'll have the time to speak. You can obviously say, you know, if Oksana wasn't the DPS, wasn't the director at the time, you can obviously put that forward and, obviously, give your legal advice. Does that make sense?
38:05	AMH	What do you mean, Oksana wasn't director at the time? Oksana was director during this last visit.
	EB	Yes. No, so, I mean the previous time. So, obviously, I appreciate Oksana was director this time, but I think you just indicated there, Oksana wasn't the director before.
	AMH	Ah, you mean ... okay.
	EB	So, you're saying it's her first time.
	AMH	Yeah, yeah.

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CONTINUATION OF TRANSCRIPT OF RECORDED INTERVIEW OF OKSANA SAYED AND AHMED MOHAMMED HUSSAIN

	EB	And you feel like that might be a mitigating factor, obviously, you can put that forward and tell the Committee. Obviously, ultimately, it's probably gonna end up at review and the Committee are gonna make their decision. Obviously, I can't tell you what that's gonna be. That's why we have the Committee there so they make the ultimate decision. Obviously, if there is anything you aren't happy about for that, you can, obviously, put that right of appeal in, which I think last time there was an appeal received. So, just to let you know, obviously, just to be open and honest, that's probably the route it's gonna go down. Does that make sense?
	AMH	Yeah. It's okay.
	EB	Yeah. Okay? Have you got any further questions before we conclude the interview, Polly?
	PE	No, not on this.
	EB	Right. Okay. So, right.
	PE	Can I just clarify your address, please, Oksana?
	OS	My home address?
	PE	Yes.
	OS	Yes. It's [REDACTED]
	PE	How are you spelling that? [REDACTED]
	OS	It's [REDACTED]
	PE	Yeah.
	OS	[REDACTED]
	PE	Is that it? Yeah.
	EB	Yeah.
	OS	One second.
	PE	Yeah.
	OS	Just one second. You confuse me.
	PE	[REDACTED]
	AMH	It's [REDACTED] yeah.
	PE	[REDACTED]
	OS	Just two second. Yeah, you can take this one.
	PE	Thank you.

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CONTINUATION OF TRANSCRIPT OF RECORDED INTERVIEW OF OKSANA SAYED AND AHMED MOHAMMED HUSSAIN

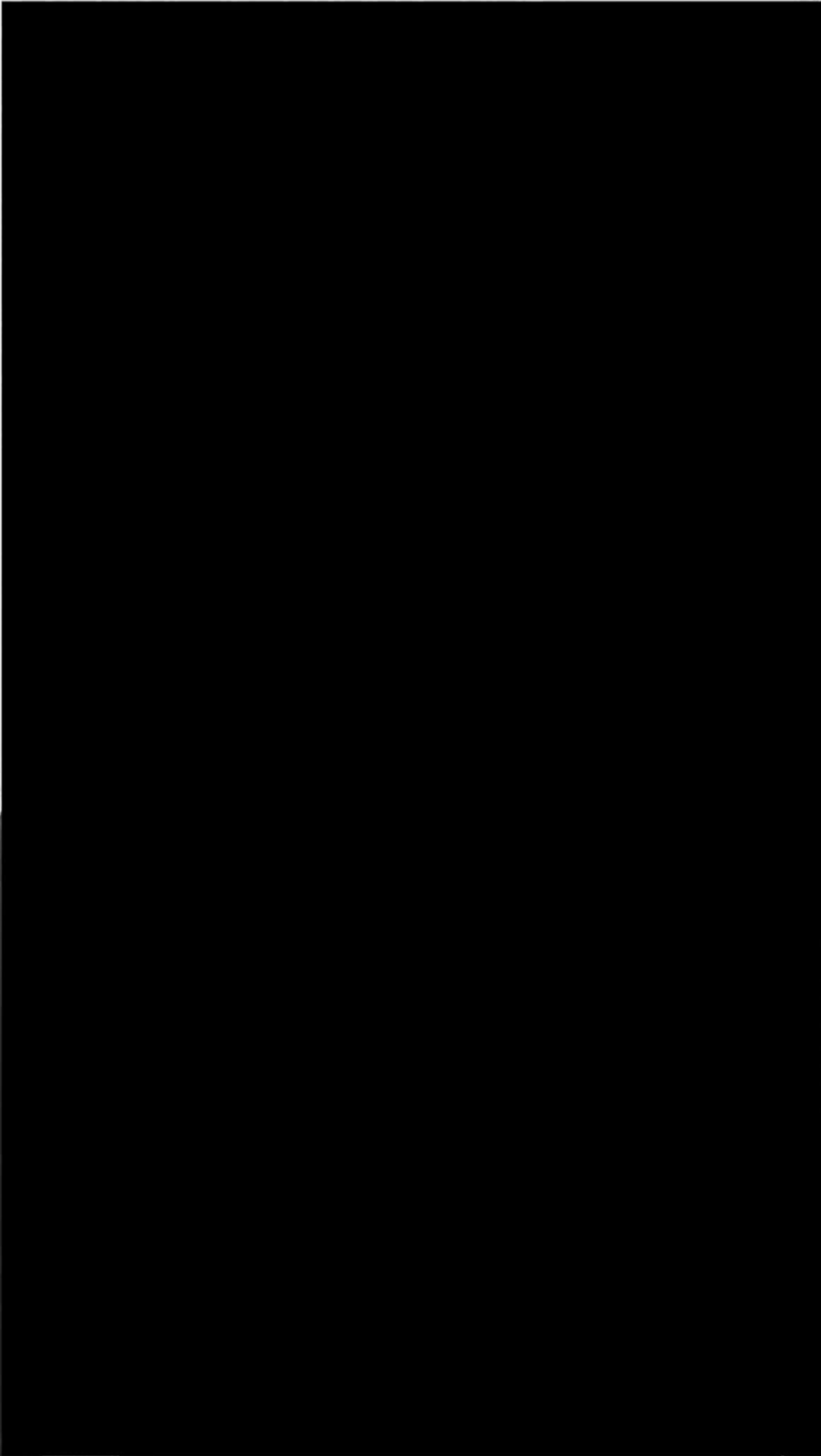
	EB	There's an [REDACTED].
	PE	There's an [REDACTED] on the end.
	EB	Yeah.
	PE	Got it.
	OS	Yeah?
	PE	I'll give you that. And then, what's the postcode again, sorry?
	OS	[REDACTED]
	PE	Yeah?
	OS	[REDACTED].
40:03	PE	Lovely. Thank you.
	EB	Great. So, have you got anything to clarify, Oksana, before we end the tape?
	OS	Do not have anything to clarify.
	AMH	We just, okay, from the point I want you to confirm with me that's okay if we, with the licence condition, if we make the licence condition with all our check or not?
	EB	So, as far as what I've seen, from enforcing the conditions, you have a HR system in place. I haven't got the conditions in front of me. It was something about having your HR system in place. You obviously have the app in place where you have your check codes and you do your checks. The other condition was in relation to ... I can't remember what the other one was. Are you having a look now? Yeah. It's just the two at the end after the hearing about the HR system. Right at the end.
	PE	So, "Right to work check should be conducted on all potential employees prior to their employment in any capacity at the business. Checks shall be in accordance with the Home Office Code of Practice for employers at the current time and the premises licence holder will operate a full digital HR management system where all relevant documents are stored for each individual member of staff. All relevant documents and members of staff will be retained for a period of 12 months post termination of employment and will be made available to the police, Immigration or licensing officers on request".
	EB	Yeah. So, obviously, when I carried out the inspection, I've seen the documents and, from what I can see, that's okay. Again, I'm not an expert in carrying out right to work checks. Obviously, again, people have been found on the premises that have not got a right to work. That's for Immigration to enforce. Obviously, I'm asking you these questions in relation to your premises licence. So, yes, as far as the licence conditions, from what I can see checking them, that looks fine. But obviously, something hasn't gone right with these three people, and obviously, that's why we're here essentially. Okay. Have you got anything else to clarify before we end the tape?

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CONTINUATION OF TRANSCRIPT OF RECORDED INTERVIEW OF OKSANA SAYED AND AHMED MOHAMMED HUSSAIN

42:05	AMH	No, thank you.
	OS	No, thank you.
	EB	No. Okay. Thank you. So, I'm now handing you the Notice to Persons Being Interviewed. So, this tells you how you can get a copy of one of the discs, if you'd like one. So, could you just read out the handwritten bit on the top there, just to confirm receipt of that document, please?
	OS	Is that "T"?
	EB	Yeah, just that bit. It's an "E".
	OS	E?
	EB	Yeah.
	OS	Okay, so do I have to write CD reference now?
	EB	If you can just read out the handwritten bit for us. Just that bit there.
	OS	Okay. This notice.
	EB	No, just this bit here.
	OS	Okay.
	EB	Just that bit.
	OS	So, that ESD 1765.
	EB	Yeah. Thank you. Okay, so the time is now 15.50 and the interview is concluded.

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 EB1 - Interview Transcript



RESIDENCE PERMIT

NAME

[REDACTED]

VALID UNTIL

[REDACTED]

PLACE AND DATE OF ISSUE

UK 11-05-2018

TYPE OF PERMIT

REFUGEE

LEAVE TO REMAIN

REMARKS

WORK PERMITTED



[Signature]

UNITED KINGDOM OF GREAT BRITAIN

Month Ending 31 Mar 2024

Lebaneat (Yarm) Limited

Employee Details

Department
Tax code
National Insurance number
National Insurance table

Lebaneat
1257L
A

Payments

120 hours @ £10.42

Total

£1,250.40

£1,250.40

Deductions

Tax
National Insurance

Total

£0.00
£20.24

£20.24

This Month

Taxable gross pay
Employer National Insurance
Net pay

£1,250.40
£67.95
£1,230.16

Year to Date

Taxable gross pay
Tax
Employee National Insurance
Employer National Insurance

£1,250.40
£0.00
£20.24
£67.95

Payment

£1,230.16
Paid 31/03/2024

Employer PAYE Reference: [REDACTED]

Created with  BrightPay

Month Ending 31 Mar 2024

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National Insurance table

Lebaneat
1257L
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Payment

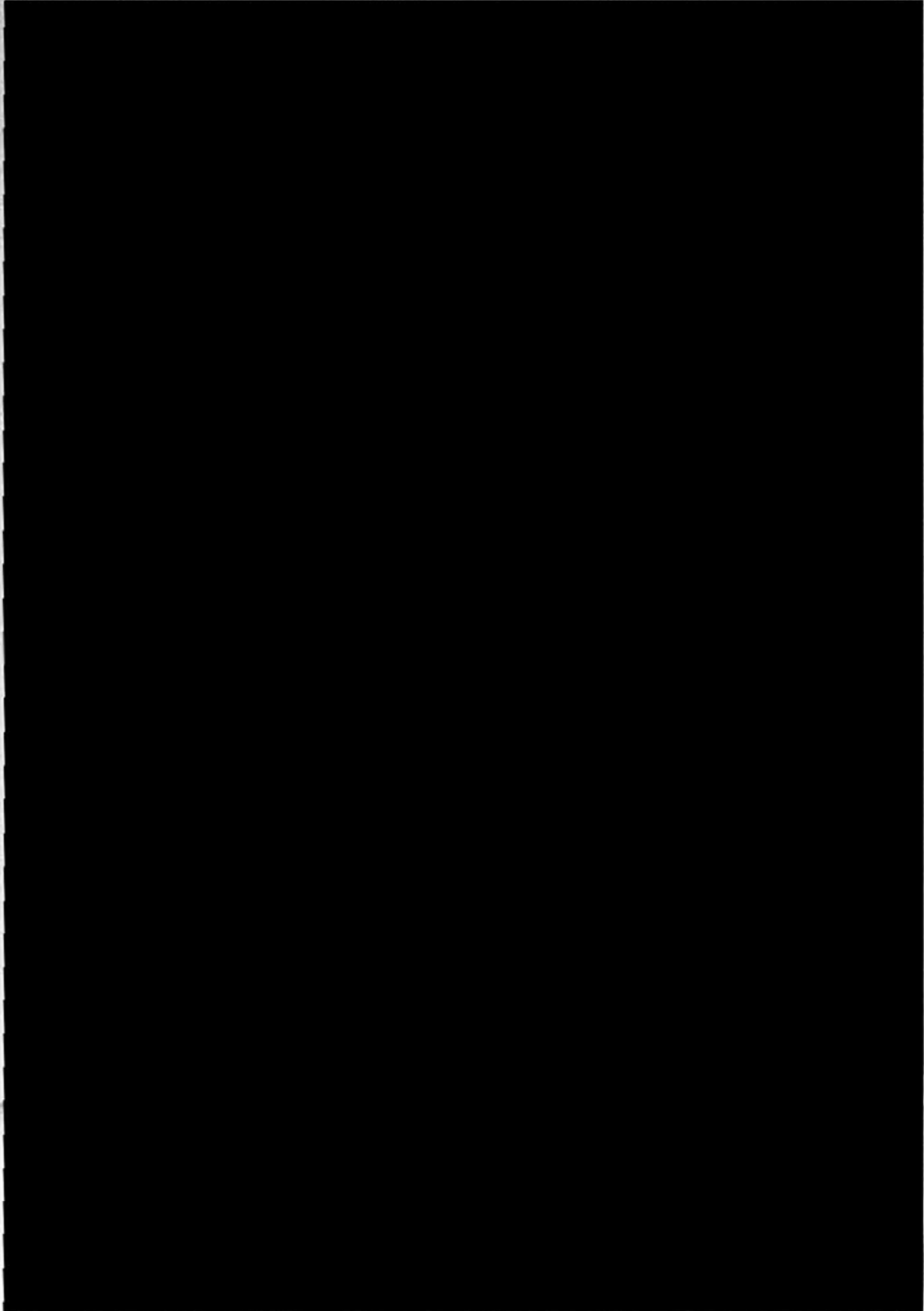
£1,230.16
Paid 31/03/2024

Employer PAYE Reference: [REDACTED]

New Employee Checklist Yarm Report

Form: New Employee Checklist Yarm

Name	
Date of Birth	
Gender	
Contact mobile number	
Email	
Address	
Do you have permission to work in the UK?	
National Insurance Number	
Passport Issue Country	
Upload Picture of UK Passport or Birth Certificate	
EU or EEA Passport	
Share Code	0
International Passport	
BRP Front	
BRP Back	
Expiry Date BRP	09-May-2025





RESIDENCE PERMIT



NAME



VALID UNTIL

31-12-2024

PLACE AND DATE OF ISSUE

UK 12-06-2020

TYPE OF PERMIT

REFUGEE

SETTLEMENT

TERMS

INDEFINITE

LEAVE TO REMAIN



HOLDER'S SIGNATURE



Month Ending 31 Mar 2024

Lebanest (Farm) Limited

Employee Details

Department
Tax code
National Insurance number
National Insurance table

Lebanest
1257L
SS 46 42 00 A
A

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Employee National Insurance
Employer National Insurance

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£0.00
£20.24
£67.95

Payment

£1,230.16
Paid 31/03/2024

Employer PAYE Reference:

Month Ending 31 Mar 2024

Lebaneat (Yarm) Limited

Employee Details

Department Lebaneat
Tax code 1257L
National Insurance number SS 46 42 00 A
National Insurance table A

Payments

120 hours @ £10.42 £1,250.40

Total £1,250.40

Deductions

Tax £0.00
National Insurance £20.24

Total £20.24

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Year to Date

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Tax £0.00
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Employer National Insurance £67.95

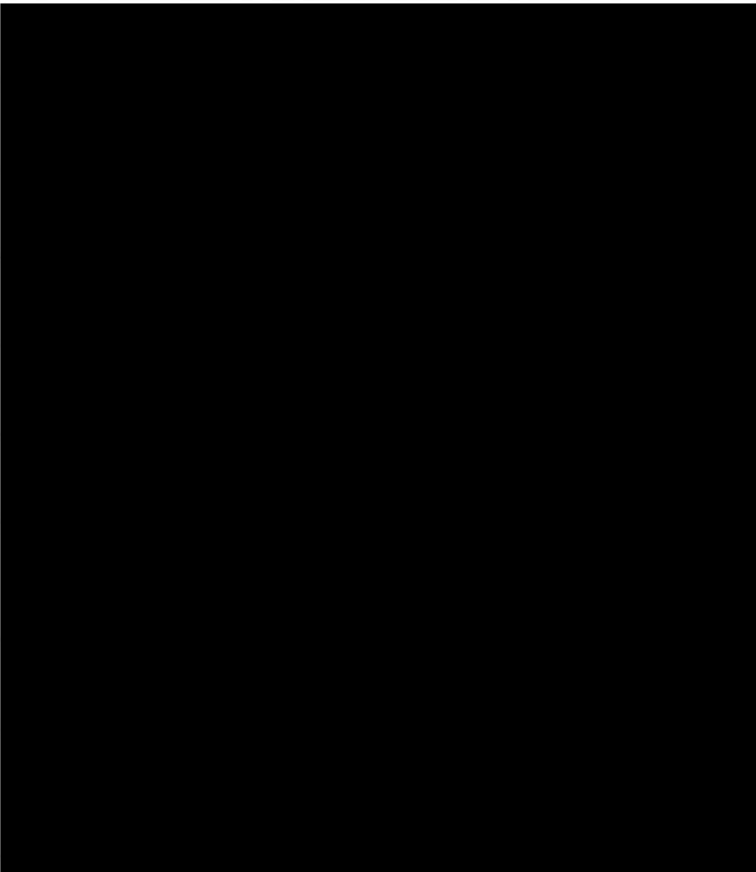
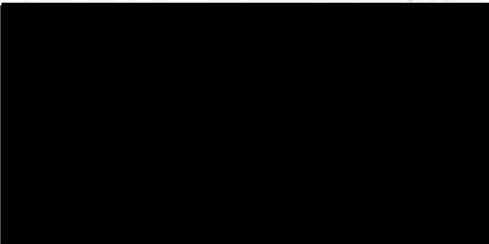
Payment

£1,230.16
Paid 31/03/2024

Employer PAYE Reference: [Redacted]

New Employee Checklist Yarm Report

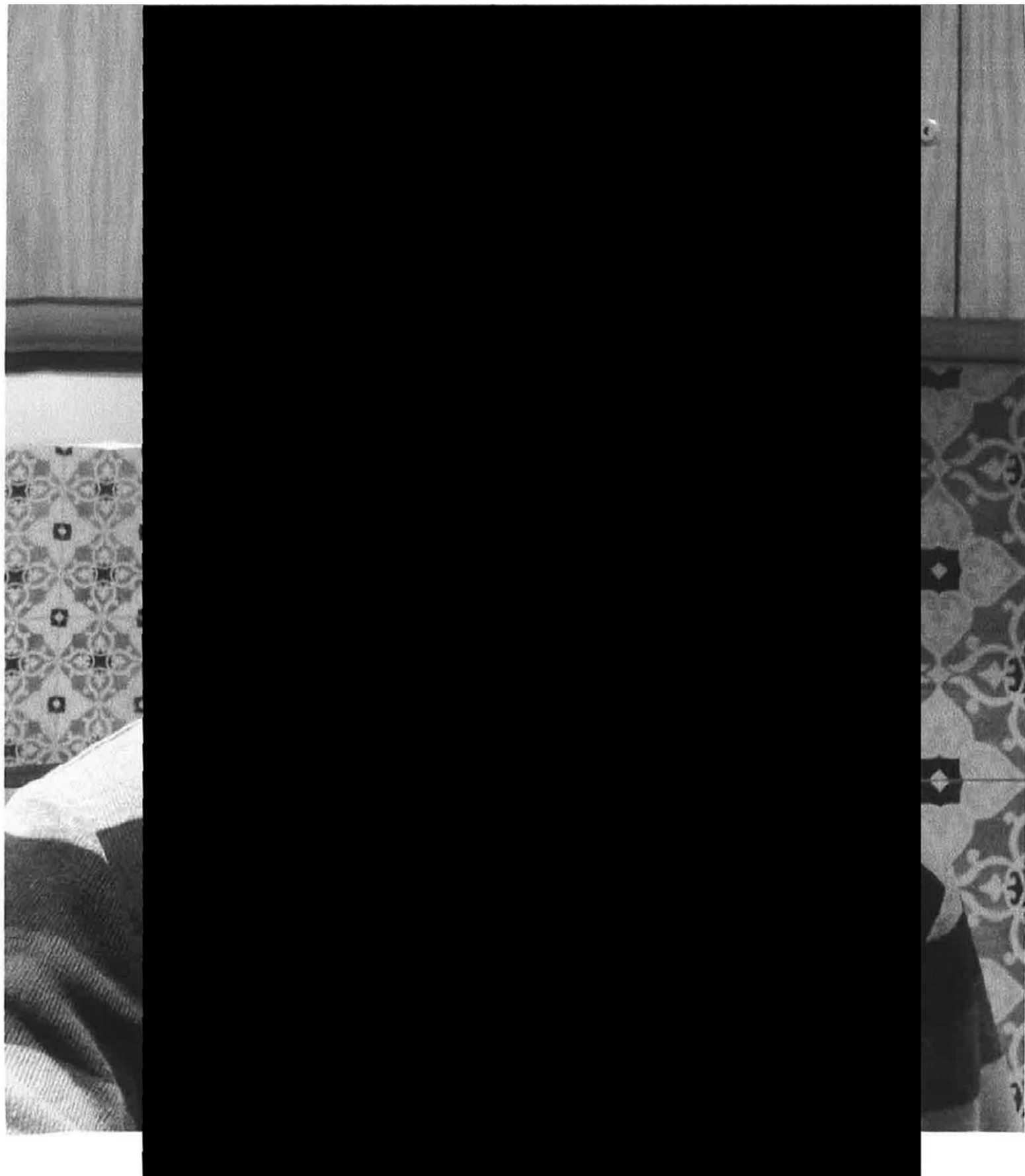
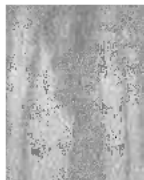
Form: New Employee Checklist Yarm

Name	
Date of Birth	
Gender	
Contact mobile number	
Email	
Address	
Do you have permission to work in the UK?	
National Insurance Number	
Passport Issue Country	
Upload Picture of UK Passport or Birth Certificate	
EU or EEA Passport	
Share Code	
International Passport	
BRP Front	
BRP Back	
Expiry Date BRP	31-Dec-2024

Selfie	
Do the pictures match across the documents?	true
Do the date of births match across documents?	true
Have you check the original documents?	true
Type of employment	Part-time
How many hours a week are you interested in working?	20
POS Terms and Conditions	Agreed
Select a minimum of 4 digit password that will give you access to the POS till system	
Name of your bank	
Name on the account	
Sort code	
Account number	
Deductions from wages clause	Agreed
Signature	
Added Time	29-Sep-2023 15:38:08
Referrer Name	
Task Owner	dubai@lebaneat.co.uk

Comments

No Comments



RESIDENCE PERMIT

ISSUE

ISSUE DATE
12-11-2005
ISSUE BY
101 13 10-2002

ISSUE TYPE
STUDENT
LEAVE TO ENTER

ISSUE CODE
WORK 20 HRS MAX
IN TERM TIME
UPL/3HAYCD



Month Ending 31 Mar 2024

Lebaneat (Yarm) Limited

Employee Details

Department Lebaneat
Tax code 1257L
National Insurance number SR 38 77 54 B
National Insurance table M

Payments

120 hours @ £7.49 £898.80

Total £898.80

Deductions

Tax £0.00
National Insurance £0.00

Total £0.00

This Month

Taxable gross pay £898.80
Net pay £898.80

Year to Date

Taxable gross pay £898.80
Tax £0.00
Employee National Insurance £0.00
Employer National Insurance £0.00

Payment

£898.80
Paid 31/03/2024

Employer PAYE Reference: [Redacted]

Created with  BrightPay

Month Ending 31 Mar 2024

Lebaneat (Farm) Limited

Employee Details

Department
Tax code
National Insurance number
National Insurance table

Lebaneat
1257L
SR 38 77 54 B
M

Payments

120 hours @ £7.49

£898.80

Deductions

Tax
National Insurance

£0.00
£0.00

Total

£898.80

£0.00

This Month

Taxable gross pay
Net pay

£898.80
£898.80

Year to Date

Taxable gross pay
Tax
Employee National Insurance
Employer National Insurance

£898.80
£0.00
£0.00
£0.00

Payment

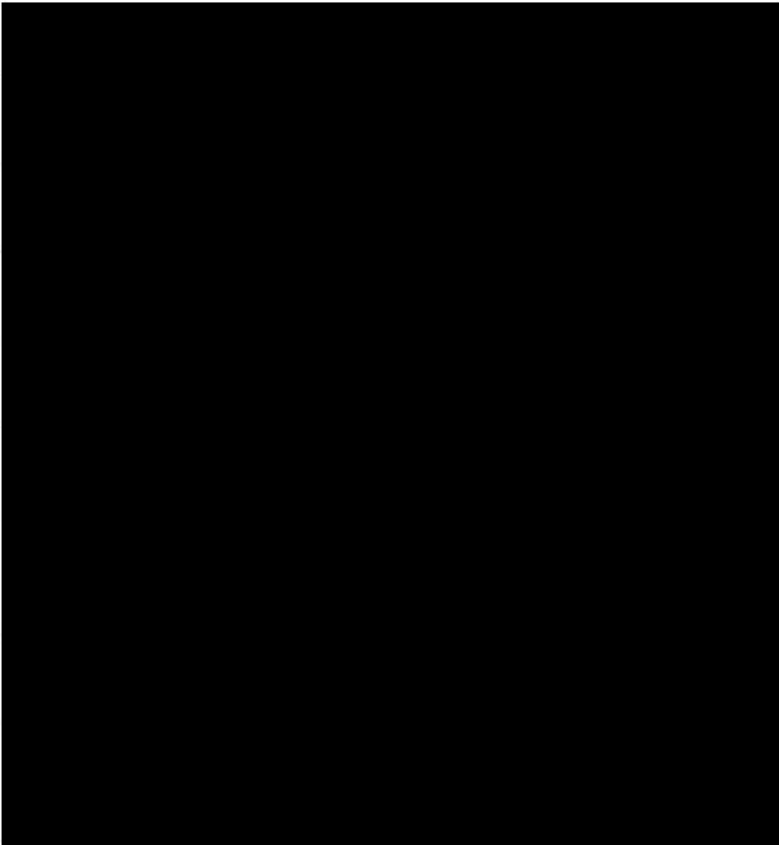
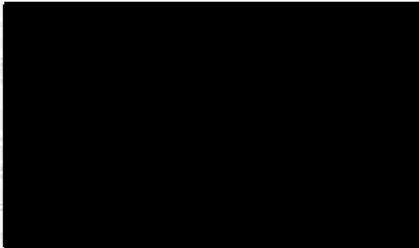
£898.80

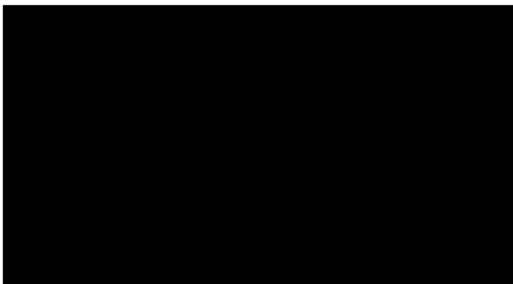
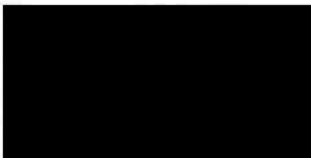
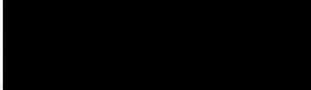
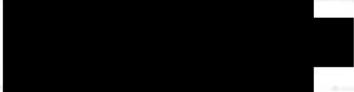
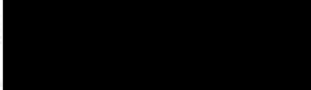


Paid 31/03/2024

Employer PAYE Reference:

New Employee Checklist Yarm Report

Form: New Employee Checklist Yarm

Name	
Date of Birth	
Gender	
Contact mobile number	
Email	
Address	
Do you have permission to work in the UK?	
National Insurance Number	
Passport Issue Country	
Upload Picture of UK Passport or Birth Certificate	
EU or EEA Passport	
Share Code	
International Passport	
BRP Front	
BRP Back	
Expiry Date BRP	15-Nov-2025

Selfie	
Do the pictures match across the documents?	true
Do the date of births match across documents?	true
Have you check the original documents?	true
Type of employment	Part-time
How many hours a week are you interested in working?	16
POS Terms and Conditions	Agreed
Select a minimum of 4 digit password that will give you access to the POS till system	
Name of your bank	
Name on the account	
Sort code	
Account number	
Deductions from wages clause	Agreed
Signature	
Added Time	04-Nov-2023 16:08:50
Referrer Name	
Task Owner	