

APPENDIX 1

Licensing Authority: Lancaster City Council  
Email Address: licensing@lancaster.gov.uk

**Application for the review of a premises licence or club premises certificate under the Licensing Act 2003**

**PLEASE READ THE FOLLOWING INSTRUCTIONS FIRST**

Before completing this form please read the guidance notes at the end of the form.  
If you are completing this form by hand, please write legibly in block capitals. In all cases ensure that your answers are inside the boxes and written in black ink. Use additional sheets if necessary. You may wish to keep a copy of the completed form for your records.

**I Home Office Immigration Enforcement**

**apply for the review of a premises licence under section 51 / apply for the review of a club premises certificate under section 87 of the Licensing Act 2003 for the premises described in Part 1 below**

**Part 1 – Premises or club premises details**

Postal address of premises or, if none, ordnance survey map reference or description  Bombay Balti Restaurant 16 China Street	
Post town Lancaster	Post code (if known) LA1 1EX

<b>Name of premises licence holder or club holding club premises certificate (if known)</b>  Nazrul Islam KHAN
--

<b>Number of premises licence or club premises certificate (if known)</b>  LAPLWA0057
---

**Part 2 - Applicant details**

I am

Please tick ✓ yes

- 1) an individual, body or business which is not a responsible authority (please read guidance note 1, and complete (A) or (B) below)
- 2) a responsible authority (please complete (C) below)
- 3) a member of the club to which this application relates

(please complete (A) below)

**(A) DETAILS OF INDIVIDUAL APPLICANT** (fill in as applicable)

Please tick ✓ yes

Mr  Mrs  Miss  Ms  Other title  
(for example, Rev)

**Surname**

**First names**

**I am 18 years old or over**

Please tick ✓ yes

**Current postal  
address if  
different from  
premises  
address**

**Post town**

**Post Code**

**Daytime contact telephone number**

**E-mail address  
(optional)**

**(B) DETAILS OF OTHER APPLICANT**

Name and address

Telephone number (if any)

E-mail address (optional)

**(C) DETAILS OF RESPONSIBLE AUTHORITY APPLICANT**

Home Office <b>Immigration Enforcement Licensing Compliance Team (IELCT)</b> 6 <sup>th</sup> Floor, 2 Ruskin Square Dingwall Road Croydon CR0 2WF
Telephone number (if any)
E-mail address (optional) [REDACTED]

**This application to review relates to the following licensing objective(s)**

- |   |                                     |
|---|-------------------------------------|
|   | Please tick one or more boxes ✓     |
| 1) the prevention of crime and disorder | <input checked="" type="checkbox"/> |
| 2) public safety                        | <input type="checkbox"/>            |
| 3) the prevention of public nuisance    | <input type="checkbox"/>            |
| 4) the protection of children from harm | <input type="checkbox"/>            |

<p><b>Please state the ground(s) for review</b> (please read guidance note 2)</p> <p>Grounds for review: We have grounds to believe the license holder has failed to meet the licensing objectives of prevention of crime and disorder, as illegal working has been identified at this premises.</p> <p>Section 36 and Schedule 4 of the Immigration Act 2016 (the 2016 Act) amended the Licensing Act 2003 (the 2003 Act) to introduce immigration safeguards in respect of licensing applications made in England and Wales on or after 6 April 2017. The intention is to prevent illegal working in premises licensed for the sale of alcohol or late-night refreshment.</p> <p>The Home Secretary (in practice Home Office (Immigration Enforcement)) was added to the list of Responsible Authorities (RA) in the licensing regime, which requires Home Office (Immigration Enforcement) to receive premises licence applications (except regulated entertainment only licences and applications to vary a Designated Premises Supervisor (DPS)), and in some limited circumstances personal licence applications. In carrying out the role of responsible authority, Home Office (Immigration Enforcement) is permitted to make relevant representations and objections to the grant of a licence or request a review of an existing licence as a responsible authority where there is concern that a licence and related licensable activity is prejudicial to the prevention of immigration crime including illegal working.</p>
--

**Please provide as much information as possible to support the application (please read guidance note 3)**

Please refer to accompanied review pack for detailed information

**Please tick ✓ yes**

Have you made an application for review relating to the premises before?

If yes, please state the date of that application

Day	Month	Year
<input type="text"/>	<input type="text"/>	<input type="text"/>

**If you have made representations before relating to the premises, please state what they were and when you made them**

**Please tick ✓ yes**

- I have sent copies of this form and enclosures to the responsible authorities and the premises licence holder or club holding the club premises certificate, as appropriate
- I understand that if I do not comply with the above requirements my application will be rejected

**IT IS AN OFFENCE, UNDER SECTION 158 OF THE LICENSING ACT 2003, TO MAKE A FALSE STATEMENT IN OR IN CONNECTION WITH THIS APPLICATION. THOSE WHO MAKE A FALSE STATEMENT MAY BE LIABLE ON SUMMARY CONVICTION TO A FINE OF ANY AMOUNT.**

**Part 3 – Signatures** (please read guidance note 4)

**Signature of applicant or applicant’s solicitor or other duly authorised agent** (please read guidance note 5). **If signing on behalf of the applicant, please state in what capacity.**

Signature **B. Vece**  
.....

Date **14 January 2026**  
.....

Capacity **Responsible Authority**.....

<b>Contact name (where not previously given) and postal address for correspondence associated with this application</b> (please read guidance note 6)	
<b>Immigration Enforcement Licensing Compliance Team 6<sup>th</sup> Floor, 2 Ruskin Square Dingwall Road</b>	
<b>Post town</b> <b>Croydon</b>	<b>Post Code</b> <b>CR0 2WF</b>
<b>Telephone number (if any)</b>	
<b>If you would</b> [REDACTED]	

**Notes for Guidance**

1. A responsible authority includes the local police, fire and rescue authority and other statutory bodies which exercise specific functions in the local area.
2. The ground(s) for review must be based on one of the licensing objectives.
3. Please list any additional information or details for example dates of problems which are included in the grounds for review if available.
4. The application form must be signed.
5. An applicant’s agent (for example solicitor) may sign the form on their behalf provided that they have actual authority to do so.
6. This is the address which we shall use to correspond with you about this application.



Home Office

## Premises Licence Review

Bombay Balti Restaurant  
16 China Street  
Lancaster  
LA1 1EX

## Contents

Case Summary .....	3
Licensed Premises History .....	4
Enforcement Visit: 28 February 2025 .....	6
Enforcement Visit: 05 August 2021 .....	8
Enforcement Visit: 10 October 2015.....	10
Reasons for Review .....	11
Outcome Sought .....	13
Appendix – Supporting Evidence .....	14

## Case Summary

Immigration Enforcement visited Bombay Balti Restaurant, 16 China Street, Lancaster, LA1 1EX, on four occasions between October 2015 and February 2025 and, on each visit, the officers encountered a number of individuals who were identified as working illegally.

## Licensed Premises History

The premises licence number is LAPLWA0057. The licence was granted in July 2021 by Lancaster City Council and has been held by Nazrul Islam KHAN, 196 Torrisholme Road, Lancaster, LA1 2TD. Nazrul Islam KHAN is listed as the Designated Premises Supervisor (DPS) for the premises. Nazrul Islam KHAN hold a personal licence number PA0525, issued by Lancaster.

Bombay Balti Restaurant is listed on Companies House under the company name of ASHA1LANCASTER Ltd, the company registration number is 14766263. Companies House show that it is currently in liquidation and was incorporated on 29 March 2023. Farhat AFZA is the listed director appointed on 29 March 2023.

### **Licensable activities authorised by the licence:**

The supply of alcohol

## Civil Penalties

Multiple referrals have been made to the Civil Penalty Compliance Team in relation to the illegal working. It is to note that Bombay Balti Restaurant has a history of employing illegal workers and, consequently, civil penalties issued to the liable party. All the previous civil penalties remain unpaid, and evidence suggests that the business has engaged in 'phoenixism' by liquidating previous companies and re-opening in a new identity to evade financial sanctions, continuing with its non-compliant activity and operating under the control of the same connected persons.

Following the visit on 28 February 2025, a £45,000 penalty was issued to Asha1Lancaster Limited on 01 May 2025 in respect of one individual with no right to work. No objection has been received for this penalty. The penalty is still unpaid and outstanding. The company is in liquidation – this was since 04 July 2025.

Following the visit on 05 August 2021, a £10,000 penalty was issued to Bombay Balti Lancaster Ltd on 30 September 2021 in respect of one individual with no right to work. No objection was received for this penalty. £3,100 remains unpaid and outstanding. The company dissolved on 02 January 2024.

Following the visit on 12 September 2018, a £20,000 penalty was issued to Naz Enterprise (Lancs) Limited on 25 February 2019 in respect of one individual with no right to work. No objection was received for this penalty. The penalty is still unpaid and outstanding. The company dissolved on 01 February 2022.

Following the visit on 10 October 2015, a £10,000 penalty was issued to Naz Enterprise (Lancs) Limited on 10 November 2015 in respect of one individual with no right to work. Naz Enterprise (Lancs) Limited objected to the penalty which was considered and on 21 December 2015 it was decided to maintain the penalty. £8,200 remains unpaid and outstanding. The company dissolved on 01 February 2022.

A total of **£85,000** worth of civil penalties have been issued due to illegal working at the premises.

## Enforcement Visit: 28 February 2025

The North West Immigration Compliance and Enforcement (ICE) team, along with the Lancashire Police, visited Bombay Balti Restaurant, 16 China Street, Lancaster, LA1 1EX, on 28 February 2025, after intelligence was received that the premises was employing illegal workers. During the visit the officers encountered 7 people working at the premises of which one was identified as working illegally.

Entry to the premises was gained at approximately 18:42hrs under Section 179 Licensing Act 2003. Upon entering, Immigration Officers encountered the following individuals:

████████████████████

████████ was encountered in the restaurant kitchen whilst washing pots and pans and wearing a chef jacket (image below).



A photo of ██████████ when encountered in the premises kitchen

Home Office records showed that ██████████ entered the UK on a visit visa in 2021 and later made a protection claim. At the time of the visit, he had an outstanding appeal

against the decision to refuse him protection and his right to work was restricted to the Shortage Occupation List (SOL) only<sup>1</sup>.

An illegal working interview was conducted with ██████, during which he disclosed that he had been employed as a kitchen porter at the business since September 2024. He reported working six days per week, from 5:00 PM to 11:00 PM, on a consistent schedule.

██████ stated that he was hired by Nazrul Islam KHAN, who also assigned his working hours and daily responsibilities. He confirmed receiving weekly cash payments of £300 (equivalent to £8.33 per hour which is below national minimum wage at the time), paid directly by KHAN every Sunday. ██████ acknowledged that he did not pay income tax, despite holding a valid National Insurance number.

When asked about pre-employment checks, ██████ explained that KHAN inquired about his right to work prior to hiring him. ██████ presented a card that he believed indicated work permission; however, no official documentation or verification codes were provided.

## Nazrul Islam KHAN (Licence Holder/DPS)

Nazrul Islam KHAN, the Premises Licence Holder/DPS, was present at the restaurant and was interviewed.

He identified himself as the “acting manager” but claimed that he no longer held responsibility for hiring staff, which was managed by ██████. KHAN confirmed that ██████ had been working at Bombay Balti Restaurant for approximately one year in the role of kitchen porter. He stated that ██████ typically worked around 20 hours per week, including additional hours during busy weekends. ██████ was paid weekly in cash, although KHAN was unable to specify the amount, noting that payments were handled by ██████.

When asked about ██████’s right to work, KHAN stated that he believed ██████ was permitted to work based on the documentation shown on his card.

---

<sup>1</sup> [Skilled Worker visa: immigration salary list - GOV.UK](https://www.gov.uk/skilled-worker-visa-immigration-salary-list)

## Enforcement Visit: 05 August 2021

On 05 August 2021 the Greater Manchester Immigration Compliance and Enforcement (ICE) team attended an enforcement visit to Bombay Balti Restaurant. The follow individual was encountered:

████████████████████

When the officers entered the premises ██████████ was working in the restaurant as a waiter.

Home Office records showed that ██████████ entered the UK illegally in January 2014 and never attempted to regularise his stay in UK. At the time of the visit, he had no right to live and work in UK.

An illegal working interview was conducted with ██████████ where he admitted having been working on and off at the restaurant for approximately three years as a waiter. His working hours varied, typically ranging from 3 to 4 hours on the days he was needed, and his schedule was not fixed—he worked as and when required.

██████████ stated that the job was given to him by ██████████ a, who also determined his working days, hours, and daily tasks. He was paid in cash by ██████████, usually between £25 and £30 for a few hours of work, and he also received food from the restaurant as a form of support. He did not pay income tax or have a National Insurance number.

Questioned about pre-employment checks. ██████████ stated that he was not asked to provide any documents before being hired, as he was familiar to them from having been in UK for 30 years. ██████████ believed that his employer was unaware of him not legally allowed to work in the UK.

It was found during the visit that the business had previously been served 2 civil penalties for employing illegal workers with £28,200 of the previous penalties still outstanding. A closure notice for Bombay Balti was authorised and the restaurant was closed for 24 hours pending a hearing at Manchester Magistrates Court for a compliance order. The restaurant was authorised to be closed for a further 24 hours and a compliance order was granted by Preston Magistrates Court on 07 August 2021.

## Nazrul Islam KHAN (Licence Holder/DPS)

KHAN was encountered whilst working in the restaurant as a chef, he identified himself as the business owner since the 01 June 2021. The officers, however, stated that they have encountered KHAN on a previous visit, when he also stated to be the owner.

An illegal working interview was conducted with KHAN, during which he confirmed that ██████████ had been working at the restaurant since the first week of July 2020. ██████████ worked three days per week, typically from 5:30 PM to 11:00 PM, although he occasionally finished earlier when business was quiet. KHAN stated that he personally hired ██████████ and was responsible for assigning his working days, hours, and daily tasks.

KHAN admitted that he did not maintain formal employee records. In exchange for ██████████'s assistance, he provided food rather than wages. He did not request any documentation from ██████████ prior to commencing work, as he considered the arrangement informal and not a formal employment. KHAN also stated that he was unaware that ██████████ did not have permission to work in the UK.

Due to the business previously receiving two civil penalties for employing illegal workers—of which £28,200 remains unpaid, KHAN was issued a 24-hour closure notice pending a compliance order hearing at Manchester Magistrates' Court. As the court was unavailable to issue the order on 6 August 2021, the closure was extended by an additional 24 hours. Following a hearing at Preston Magistrates' Court on 7 August 2021, a compliance order was granted.

## Enforcement Visit: 10 October 2015

On 10 October 2015 the Greater Manchester Immigration Compliance and Enforcement (ICE) team attended an enforcement visit to Bombay Balti Restaurant. The follow individual was encountered:

████████████████████

████████████████████ was discovered working on the premises during the visit.

██████████ entered the UK on a working holiday visa from August 2009 to August 2011. He overstayed the visa and was living and working illegally.

As a result of this breach, a civil penalty was imposed on Naz Enterprise (Lancs) Limited. This enforcement action was taken in accordance with immigration compliance regulations to address the unlawful employment practices identified during the investigation.

As highlighted earlier in the review, the penalty remained unpaid, and the company was later dissolved. Documentation included in the review pack provides clear evidence that Nazrul Islam Khan, the current licence holder, was in charge of the business at the time of the incident. This establishes a direct link between the management of the business and the failure to comply with legal obligations, which is a significant factor in assessing the licence holder's suitability and compliance history.

## 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.

Immigration Enforcement officers conducted three separate visits to Bombay Balti Restaurant between October 2015 and February 2025. On each occasion, at least one individual was found to be working illegally. This shows a repeated undermining of the prevention of crime and disorder licensing objective.

Nazrul Islam KHAN, the business owner, licence holder, and Designated Premises Supervisor, admitted to employing these individuals without conducting the legally required pre-employment checks. Despite prior enforcement visits and financial penalties levied for illegal working, KHAN failed to implement any corrective measures to ensure compliance with the Licensing Act 2003.

Under Section 15 of the Immigration, Asylum and Nationality Act 2006, employers can face a civil penalty if they employ someone who does not have the legal right to work in the UK. The civil penalty process is administered by a separate team.

Following each immigration enforcement visit, a civil penalty was issued. However, none of these penalties have been paid in full due to the company entering into liquidation. This failure to comply with the civil penalty requirements was taken into consideration when assessing action against the licence.

The continued employment of illegal workers, coupled with the dissolution of the company associated with the premises following each enforcement action—presumably to evade civil penalties—strongly suggests a pattern of intentional non-compliance. This conduct not only undermines the integrity of the UK’s immigration system but also reflects a serious undermining of the Licensing Act 2003.

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.UK 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. 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. It is also an offence to employ illegal workers where there is reason to believe this is the case.

Section 182 guidance at point 11.27 states that certain activity should be treated particularly seriously, and this includes employing someone who is disqualified from that work by reason of their immigration status in the UK. 11.28 of the guidance states that it is expected that revocation of the licence – even in the first instance – should be seriously considered.

Immigration Enforcement submits that for commercial reasons those engaged in the management of the premises employed illegal workers and a warning or other activity falling short of a review is inappropriate; therefore, Immigration Enforcement has proceeded to review the premises licence.

## 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.

Bombay Balti Restaurant under the control of Nazrul Islam KHAN has been found employing illegal workers. The licence holder has repeatedly overlooked the rules and laws in place to prevent crime and disorder in relation to illegal working. The licence holder would have been aware of his responsibilities to uphold the licensing objectives as they are clearly defined as part of the premises licence application.

Immigration Enforcement asks that the premises licence is **revoked**.

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 employing illegal workers and facilitating disqualified immigrants to work illegally.

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 – Supporting Evidence

Illegal\_Working-Employee\_ [REDACTED]

Illegal\_Working-Employer\_ [REDACTED] (1)

Illegal\_Working-Employee\_ [REDACTED]

Encounter\_ [REDACTED]

Illegal\_Working-Employer\_ [REDACTED]

<b>Illegal Working - Employee</b>					
<b>Details</b>					
Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
ProntoID	[REDACTED] - Bangladesh				
Subject CEPR	[REDACTED]				
Subject name	[REDACTED]				
Subject DOB	[REDACTED]				
Subject gender	Male				
Subject nationality	Bangladesh				
Subject country of birth	Bangladesh				
Subject place of birth	Sylhet				
Created at geolocation	<table style="width: 100%; border: none;"> <tr> <td style="width: 30%;"><b>Easting</b></td> <td style="text-align: right;">347448</td> </tr> <tr> <td><b>Northing</b></td> <td style="text-align: right;">461804</td> </tr> </table>	<b>Easting</b>	347448	<b>Northing</b>	461804
<b>Easting</b>	347448				
<b>Northing</b>	461804				
Time	19:36				
Creation date	28-02-2025 19:36:21				
<b>Language of Interview</b>					
What language is the interview carried out in?	Bengali				
Interpreter used?	Yes				
Details of interpreter	[REDACTED]				
Does the individual understand the interpreter?	Yes				
<b>Obligation</b>					
How long have you been working at this business?	Since September 2024				
What is your job role/ what are your duties?	Kitchen porter				
What days/ hours do you work each week?	6 days weekly from 5pm to 11pm.				
Do you work the same hours/ days every week?	Yes				

<b>Control</b>	
Who gave you this job (name and role in business)?	Nozrul Islam NAZ
Who tells you what days/ hours to work?	Naz did
Who tells you what tasks/ duties to do each day?	Also Naz
<b>Remuneration</b>	
How are you paid (money, accommodation, food)?	Cash in hand
If money, how much and how do you receive it?	£300 per week in Cash on Sunday
Who pays you?	Naz
Do you pay income tax or have a National Insurance number?	I have a NINO, but don't pay any tax.
<b>Pre-employment Checks</b>	
What name does the employer know you as?	██████
Did the employer check your right to work or immigration status before they offered you the job?	He asked me yes. I showed him my card with work permission on it.
Did you show documents or share a code with the employer to prove your right to work before being offered the job? If so, what did you show and were they originals?	No
Does your employer know you're not allowed to work in the UK?	No
<b>Additional Questions</b>	
Who else works here?	6 or 7 people

**Photographs**

Miah



**Declaration**

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

Interviewee signature

[Redacted signature]

[Redacted signature]

28-02-2025 19:48:40

**Observations**

Observations

Male was working in kitchen washing pots and pans.

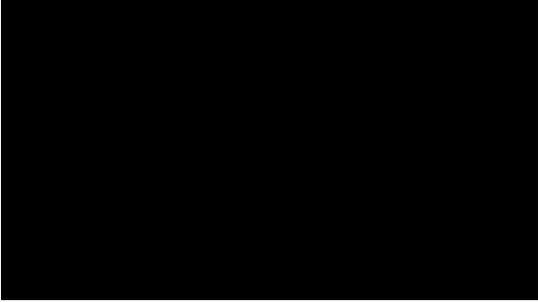
Do you suspect this person of illegal working?

Yes

---

<b>Management Checks Complete</b>	
Date management checks complete	04-03-2025 13:11:25
Reviewer(s)	[REDACTED]

<b>Illegal Working - Employer</b>					
<b>Details</b>					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	Nazrul Islam Khan - ██████████ - BGD Bangladesh				
Subject CEPR	Unknown				
Employer	Nazrul Islam Khan				
Subject DOB	██████████				
Subject gender	Male				
Subject nationality	BGD Bangladesh				
Created at geolocation	<table style="width: 100%; border: none;"> <tr> <td style="width: 60%;"><b>Easting</b></td> <td style="text-align: right;">347600</td> </tr> <tr> <td><b>Northing</b></td> <td style="text-align: right;">461896</td> </tr> </table>	<b>Easting</b>	347600	<b>Northing</b>	461896
<b>Easting</b>	347600				
<b>Northing</b>	461896				
Time	20:31				
Creation date	05-08-2021 20:27:01				
<b>Language of Interview</b>					
What language is the interview carried out in?	English				
Interpreter used?	No				
<b>Employer Details</b>					
What are the Companies House and VAT numbers of the business?	██████████				
What is the name of the business?	Bombay Balti Lancaster LTD				
What is your position here?	Owner				
How long have you been working here?	From 01/06/2021 I have taken over the business.				

<b>Declaration by Employer</b>	
I confirm that I have understood all the questions and that the details are true and correct.	
<b>Signed by Nazrul Islam Khan</b>	  05-08-2021 20:44:31
<b>Employee - [REDACTED]</b>	
<b>Known to employer as</b>	Khalid
<b>Obligation</b>	
<b>How long has the employee been working here?</b>	From first week of July 2020.
<b>What days/ hours do they work each week?</b>	3 days per week, 5.30pm until 11pm.
<b>Are their days/ hours the same every week?</b>	Sometimes finishes earlier if not busy.
<b>Control</b>	
<b>Who gave the employee this job?</b>	I did.
<b>Who tells them what days and hours to work?</b>	I do.
<b>Who tells them what tasks or duties to perform each day?</b>	I do.
<b>Where are the employee records?</b>	I do not currently have employee records here.
<b>Remuneration</b>	
<b>What is the employer given in return for their tasks and duties?</b>	Food is provided for his work.
<b>Pre-employment Checks</b>	
<b>What documents did you ask to see before offering employment?</b>	I did not ask him to provide any documents because he us not employed by me, he is currently helping out.
<b>Did you know the employee was not allowed to work in the UK?</b>	I did not know he had no permission to work in the UK.

---

<b>Observations</b>	
Observations	
<b>Management Checks Complete</b>	
Date management checks complete	27-08-2021 11:16:17
Reviewer(s)	██████████

## Illegal Working - Employee

### Details

Type of work	Visit	
Visit reference	[REDACTED]	
Created by	[REDACTED]	
ProntoID	[REDACTED] - BGD Bangladesh	
Subject CEPR	Unknown	
Subject name	[REDACTED]	
Subject DOB	[REDACTED]	
Subject gender	Male	
Subject nationality	BGD Bangladesh	
Created at geolocation	Easting	347600
	Northing	461896
Time	19:39	
Creation date	05-08-2021 19:39:32	

### Language of Interview

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

### Obligation

How long have you been working here?	On and off for approx 3 years
What is your job role/ what are your duties?	Waiter
how many hours do you work	3-4 hrs on the days i work
who gave you this job	[REDACTED]
Do you work the same hours/ days every week?	No as and when required
do you receive any money, food, support from the owner	Yes Food

### Control

Who gave you this job (name and role in business)?	[REDACTED]
Who tells you what days/ hours to work?	[REDACTED] calls me

Who tells you what tasks/ duties to do each day?	██████████
<b>Remuneration</b>	
How are you paid (money, accommodation, food)?	Paid 25-30 for a few hours as and when required
If money, how much and how do you receive it?	25-30 from ██████████ in cash
Do you pay income tax or have a National Insurance number?	No
do you receive any payment or benefits from the restaurant	Food only
<b>Pre-employment Checks</b>	
What name does the employer know you as?	██████████
Did you show documents before being offered the job? If so, what?	No because I'm known as being here for 30 years
Does your employer know you're not allowed to work in the UK?	No he doesn't know this
<b>Additional Questions</b>	
No details provided.	
<b>Photographs</b>	
No photographs.	
<b>Declaration</b>	
I confirm that I have understood all the questions and that the details are true and correct.	
Subject has refused to provide a signature.	
Employee read the contents of the interview themselves	
Contents read back to the employee in the language used during the interview	
<b>Observations</b>	
Observations	He was operating as a waiter as we entered the restaurant and Intel stated he was working at the premises
Do you suspect this person of illegal working?	Yes

---

<b>Management Checks Complete</b>	
Date management checks complete	30-08-2021 09:30:49
Reviewer(s)	[REDACTED]



Is the subject considered a 'rough sleeper'?	No
Are you taking enforcement action?	No
References (Person ID, HO Ref, Port Ref, BRP)	
Biographic search results	<p><b>Systems checked</b></p> <p><b>Result of checks</b>                      Subject encountered on previous visit as the owner. Cleared on details from previous visit and on the balance of probabilities that he is a british citizen</p> <p><b>Does the person have an open absconder status on Atlas Person Alerts?</b></p> <p><b>Status returned by system checks</b></p>
<b>Identity Documentation</b>	
Document 1	<p><b>Identity</b></p> <p><b>Document type</b></p> <p><b>Document reference</b></p> <p><b>Issuing authority</b></p> <p><b>Document issue date</b></p> <p><b>Document expiry date</b></p> <p><b>Country of issue (if different from nationality above)</b></p> <p><b>Is the person the rightful holder of the document?</b></p> <p><b>Is the document falsified?</b></p> <p><b>Is the document in the possession of the Home Office?</b></p> <p><b>Suspected fraudulent</b></p> <p><b>In transit details</b></p> <p><b>Photos</b></p>

---

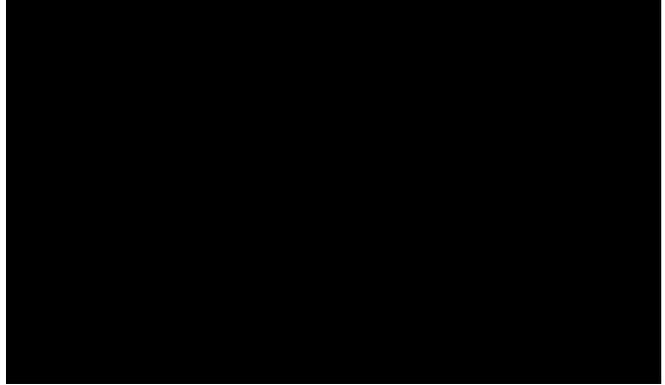
<b>Notes</b>	
No notes entered.	
<b>Management Checks Complete</b>	
<b>Date management checks complete</b>	27-08-2021 11:10:55
<b>Reviewer(s)</b>	[REDACTED]

<b>Illegal Working - Employer</b>					
<b>Details</b>					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	Nazrul islam Khan - ██████████ - Bangladesh				
Subject CEPR	Unknown				
Employer	Nazrul islam Khan				
Subject DOB	██████████				
Subject gender	Male				
Subject nationality	Bangladesh				
Created at geolocation	<table border="0"> <tr> <td><b>Easting</b></td> <td>347496</td> </tr> <tr> <td><b>Northing</b></td> <td>461798</td> </tr> </table>	<b>Easting</b>	347496	<b>Northing</b>	461798
<b>Easting</b>	347496				
<b>Northing</b>	461798				
Time	18:55				
Creation date	28-02-2025 18:55:20				
<b>Language of Interview</b>					
What language is the interview carried out in?	English				
Interpreter used?	No				
<b>Employer Details</b>					
What is your position here?	Acting Manager				
Are you in charge of hiring staff?	I used to be, but not anymore				
Who is charge of hiring staff?	Tojomul hoque				
How long has ██████████ worked here?	Approximately 1 year				
What days a week does he work?	He works about 20 hours a week. He helps out at weekends when it's busy				
What time did ██████████ start work today?	around 4:30				
How often does ██████████ get paid?	Every week				
How does he get paid?	He gets paid in cash				
How much does he get paid?	I don't know, I'm not in charge of paying sstaff at the moment				
what is ██████████s job titke?	He is the kitchen porter				
Do you know that he is not allowed to work here at the moment?	I thought he was. He has permission to work on his card.				
Who pays ██████████ his wages?	██████████				

**Declaration by Employer**

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

Signed by Nazrul islam Khan



28-02-2025 19:07:48

**Observations**

Observations

**Management Checks Complete**

Date management checks complete 28-02-2025 21:18:42

Reviewer(s)

