

## **Are you up to date on the licenses required for Gangmasters?**

### ***What is the GLA/GLAA?***

The GLA (Gangmaster Licensing Authority) is a non-departmental public body. The organisation was set up following the 2004 cockle picker tragedy at Morecambe Bay, to prevent worker exploitation in what was considered to be an insufficiently regulated area of employment.

From May 2017, the [Gangmasters and Labour Abuse Authority](#) (GLAA) has taken on the role and remit of the Gangmaster Licensing Authority (GLA). It has also been granted police-style powers under the [Police and Criminal Evidence Act 1984](#) (PACE), to investigate labour abuse and exploitation across all aspects of the UK labour market as set out in the Immigration Act 2016.

### ***Who needs a licence?***

Under Section 4 of the Gangmaster (Licensing) Act 2004, acting as a “Gangmaster” is defined to include:

- Supplying labour to agriculture, horticulture, shellfish gathering and food processing and packaging,
- Using labour to provide a service in the regulated sector or,
- Using labour to gather shellfish

A licence can be granted to any kind of legal entity, including individuals (sole traders), limited companies, unincorporated associations or partnerships.

The GLA/GLAA takes a wide interpretation of the term “supply”. Employment Agencies and Employment Businesses that come within the scope of the licensing scheme, whether supplying temporary or permanent labour, will be tested against licensing standards.

Failure and non-compliance for any work undertaken in the UK will result in fines and / or criminal proceedings as per Section 12(1) Offence: Acting as a Gangmaster without a licence.

Labour includes all workers, whether temporary or permanent. Someone is considered to be “using” labour if they employ the worker under a contract of employment, or engage them under a contract for services.

### **How do I know if the Provider I am using is Licenced?**

If you are a worker, and looking to do labour in any of the sectors mentioned above – using an unlicensed Gangmaster is also illegal under Section 13(1) Offence: Using an Unlicensed Gangmaster. The maximum penalty for this offence is 6 months in prison and a fine.

To avoid this, there is a Public Register where you can view all that hold a licence, by simply searching by their licenced name. This can be found at:

<http://laws.gla.gov.uk/Default.aspx?Menu=Menu&Module=PublicRegister>

### **Am I insured correctly?**

Thistle Insurance Services, part of the PIB Group, already insure many Gangmaster providers through our Recruitment and Employment agency scheme. Thistle are up to date with the changes in legislation as well as the amalgamation of the Gangmaster Licensing Authority and the Gangmasters and Labour Abuse Authority

If you have insurance arranged elsewhere, and are unsure if it has been taken into consideration that you are a licenced Gangmaster, give our helpful team a call on **0345 450 7171**. We can discuss your requirements and ensure you have adequate cover in place.