

Statement of Case

Reference: 319362

We have set out below the types of **evidence** we hold, together with the **reasons why** you have breached **Section 15** for each illegal worker identified in your case.

Hira Miah	<p>Evidence types: Interview Records</p> <p>Whilst Hira Miah was encountered at the premises, on this occasion it has been decided that you are not liable for a civil penalty under section 15 of the Immigration, Asylum and Nationality Act 2006 (IAN Act 2006).</p>
Mohammed Emad	<p>Evidence types: Interview Records</p> <p>Whilst Mohammed Emad was encountered at the premises, on this occasion it has been decided that you are not liable for a civil penalty under section 15 of the Immigration, Asylum and Nationality Act 2006 (IAN Act 2006).</p>
Md Sazzadur Rahman	<p>Evidence types: Interview Records</p> <p>Whilst Md Sazzadur Rahman was encountered working at the premises, on this occasion it has been decided that you are not liable for a civil penalty under section 15 of the Immigration, Asylum and Nationality Act 2006 (IAN Act 2006).</p>
Other Points	Not applicable
Calculation of your penalty amount	Not applicable



Elder Don Ltd
502 Elder Gate
Milton Keynes
MK9 1LR

No Action Notice

Illegal Working Civil Penalty

This is an important notice. Please do not ignore it.

You are not liable for a civil penalty.

This No Action Notice is issued in respect of (a) breach(es) under section 15 of the Immigration, Asylum and Nationality Act 2006.

Notice issue date: 21/01/2020
Notice given date: 23/01/2020

Reference: 319362

You are not liable for a civil penalty

We encountered (a) suspected breach(es) of section 15 of the Immigration, Asylum and Nationality Act 2006, by your business, on 07/12/2019

Workers who this notice refers to:

	Employee(s) name(s)	DOB
1.	Hira Miah	01/09/1983
2.	Mohammed Emad	10/09/1980
3.	Md Sazzadur Rahman	20/12/1990

What this means

You are not liable for a civil penalty on this occasion in respect of the workers indicated above. Your civil penalty case for these individuals has now been closed. The attached **Statement of Case** sets out the reasons for the decision not to proceed with a penalty for each worker.

If you need more information

You can call our helpline on 0300 123 5434 if you have any questions. You can visit our website on www.GOV.UK to view our **Code of Practice** on preventing illegal working and guidance for employers, including guidance which sets out how we administer illegal working civil penalties. You can use our online employers' toolkit to help you understand your responsibilities and how to carry out the correct right to work checks on your employees. The Data Protection Act 2018 governs how we use personal data. For details of how we will use your personal information and who we may share it with please see our Privacy Notice for the Border, Immigration and Citizenship system at <https://www.gov.uk/government/publications/personal-information-use-in-borders-immigration-and-citizenship>. This also explains your key rights under the Act, how you can access your personal information and how to complain if you have concerns.