



No Action Notice Illegal Working

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 section 15 of the Immigration, Asylum and Nationality Act 2006.

Notice issue date: 17/03/2022
Notice given date: 19/03/2022

Reference: 320271

You are not liable for a civil penalty

You are not liable for a civil penalty under section 15 of the Immigration, Asylum and Nationality Act 2006.

Who this notice refers to

	Name	Date of Birth
1.	Xiaolan Zhang	20/06/1974
2.	Huliang Li	20/03/1974
3.	Jian Li	17/09/1986

What this means

You are not liable for a civil penalty on this occasion in respect of the individual(s) named above. Your civil penalty case for these individual(s) has now been closed. The attached Statement of Case sets out the reasons for the decision not to proceed with a penalty for each individual.

If you need more information

You can call our employer enquiry helpline on 0300 750 6266 if you have any questions.

You can visit our website on <https://www.gov.uk/government/collections/illegal-working-penalties-codes-of-practice-for-employers> 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. You can conduct an online check on your employee or prospective employee, if they give you permission to do so. You can access the service at <https://www.gov.uk/view-right-to-work>

The Home Office offers training packages to increase your understanding of the immigration system which includes courses on immigration awareness, right to work and document fraud. For further information please contact IE-CAS@homeoffice.gov.uk

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

Statement of Case

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.

Reference: 320271	Evidence types: Interview records, Photographic evidence
Xiaolan Zhang	Whilst Xiaolan Zhang 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).
Huliang Li	Evidence types: Interview records, Photographic evidence Whilst Huliang Li 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).
Jian Li	Evidence types: Interview records, Photographic evidence Whilst Jian Li 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).
Other Points	As an employer you have a duty to prevent illegal working in the UK by carrying out prescribed document checks on an individual, before employing them, to ensure they are lawfully allowed to work. Information on your responsibilities as an employer, and the illegal working scheme, is available on the following website: https://www.gov.uk/government/collections/illegal-working-penalties-codes-of-practice-for-employers . You should be aware that as an employer you can now check details of a job applicant's right to work in the UK online if the worker has a Biometric Residence Permit. Further information on how to do this can be found here: https://www.gov.uk/view-right-to-work .
Calculation of your penalty amount	Not applicable