

Licensing
Review Hearing
for
Ocean Spice

24th January
2020

1. Awards

&

References

Hastings Indian restaurant scoops top national award



Journalist and broadcaster Jon Snow, awards ceremony host Shahamur Rahman, Bidwanur Rahman and Mr Siddique Rahman from the Green Spice and Mr Sami Sanaulloh from Tawaal Links Worldwide

By STEPHEN WYNNE/DAI

11:55

ETW/1

10:42

Wednesday 17 October 2018

Share this article



Trending

- 1 Tributes paid to Hastings student who died from blood on the brain
- 2 Hastings and Rye General Election results: live updates
- 3 Conservatives win Hastings and Rye General Election at Sally-Ann...
- 4 Hastings' pub closes - remembering town's lost watering...
- 5 Bestill man to open shop for homeless people on Christmas Day

The Essentials



Single mother has to take daughter to friends' houses so they can eat



رَجَا عِدْوِي النَّدِيْقُ حَسْبَارِهِ

الجمعية الإسلامية في شرق سسكس (هستينغز) إنجلترا

East Sussex Islamic Association (Hastings) U.K.

MASJID-AL HAQUE (HASTINGS) MERCATORIA, St. LEONARDS ON SEA, EAST SUSSEX TN38 0EB
TELEPHONE: (0424) 426232/431837

REG. No. 28E086

19/01/2020

To Whom It May Concern

Re: **CHARACTER REFERENCE MR SIDDIQUR RAHMAN**
Date of Birth: 10/05/1966
Address: 22 Hontye Road, St Leonards On Sea, TN37 6RT

Dear sir,

I, the undersigned, the Imam of Hastings Mosque, East Sussex Islamic Association, am writing to you regarding one of our congregation members, Mr Rahman as mentioned above.

I have known him for long time since 2004. He has been attending our Hastings Mosque and involved, and at the forefront of many other community affairs.

I know him as a person of good character, friendly and helpful to other members of our Community in Hastings and Surrounding areas.

I have issued him this Character Reference, and if you need any further information don't hesitate to contact me.

Sincerely Yours

Sheikh Ismail Suleiman Yusuf
Imam (07528 762270)

Mr Abul Azad
22 Westville Road
Bexhill on Sea
East Sussex
TN39 3QB

To Whom It May Concern

19 January 2020

Dear Sir

MR SIDDIQUIR RAHMAN
22 Hornsye Road, St Leonard's on Sea, East Sussex, TN37 6RT

As former Mayor of Bexhill on Sea and Rother District Councillor I write to confirm that Mr Siddiquir Rahman is known to me for the last twenty years.

He is someone of good character and from what I have seen very helpful. He is very honest, reliable and trustworthy. He is highly respected, and I have always appreciated his professionalism and good manners. He is extremely friendly and has developed very good relationships with his colleagues.

Yours sincerely



Abul Azad
Former Mayor & Rother District Councillor

M

Character certificate

1 message

Tariq Rajbee <tyrajbee@gmail.com>

Sun, 19 Jan 2020 at 18:01

To: siddiqur.r@hotmail.co.uk <siddiqur.r@hotmail.co.uk>, siddiqur.r66@gmail.com

TO WHOM IT MAY CONCERN

This is to certify that I have known Mr Siddiqurrahman, DOB: 10/05/1966 of 22 Horny Road St Leonards on sea, as an active and popular member of our Bangladeshi Muslim community for over 15 years. He is a pleasant, generous and kind person. He bears a good moral character. I wish him well in everything he does.

Yours sincerely

Dr Tariq Yusuf Rajbee, Retd. GP
The Cedars, Pett Road, Hastings, TN35 4HB

Sussex Centre for Language Studies



Gavin Mensah-Coker

Arts A55

Sussex Centre for Language Studies
The University of Sussex
Falmer, Brighton
BN1 9SH

01273 872607

glm27@sussex.ac.uk

15 January 2020

Mominur Rahman: Reference

To Whom It May Concern:

This is a reference for Mominur Rahman. I am a Lecturer in English Language in the Sussex Centre for Language Studies at the University of Sussex and have received a request for a character reference for him.

I taught Mominur during the academic year 2018-2019 on the module Academic Development, part of our Economics Business management course. The course essentially helps to improve students' written and oral academic communication skills.

I found Mominur to be a diligent and engaged student who had intelligent questions to ask in seminars and was a source of energy and inquiry in the class. He did well in his assessments. He had a pleasant demeanor and got on well with the other students in class. I also know that he was quite driven and had plans to start a business.

In my opinion, he is a person of good character and I would have no hesitation in recommending him for any position, employment or otherwise. He would be a positive addition to any team.

Please do feel free to contact me should you require anything further.

With kind regards,

A handwritten signature in black ink, appearing to read 'Gavin Mensah-Coker'.

Gavin Mensah-Coker
Lecturer in English Language
The University of Sussex

Fazleh Rabbani
140 Marina
Flat 2
TN38 OBT
St. Leonards-on-sea

To whom it may concern

I have known Mr. Siddiquir Rahman, 22 Horntye Rd, St. Leonards-on-sea in a variety of capacities for many years since 2000. Year 2000, 17th of November we formed a community committee when he became our treasurer.

He is efficient, detail-oriented and extremely competent. He often successfully finished tasks well and became a chairperson of the committee in 2009.

During the time I have known Mr. Siddiquir Rahman, he has been honest and trustworthy. He is always willing to go above and beyond what is expected of him. He is respectful of his superiors and gets along well with his co-workers.

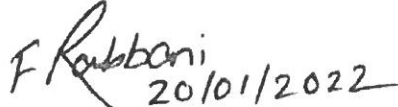
During the time we worked together, he was given additional and assumed a leadership role while encouraging others on his team.

For additional note, I was his committee secretary. **Our organization is called Bangladeshi Association Hastings & Rother. Our organization is working as a registered charity in Hastings, Rother and Rye.**

I have also known his family & friends. Besides that, Mr. Siddiquir Rahman is a very successful restaurant businessman in Hastings.

If any additional information is required concerning my association with Mr. Siddiquir Rahman, please feel free to contact me. Thank you for your time and cooperation.

Sincerely,


20/01/2022
(Signature of Person)

FAZLEH RABBANI
(Printed Name of Person)
Mobile number: 07922890983

M

(no subject)

1 message

VERONICA PALMER <veronica868@btinternet.com>
To: Siddiquir Rahman <siddiquir.r66@gmail.com>

Fri, 10 Jan 2020 at 23:58

Dear Mr Rahman,

I am very disappointed to hear of your bothers at this time. I would like to say in all the years I have visited your restaurant me my family and my friends have never ever had such an enjoyable experience anywhere else. You and staff have been over courteous and accommodating I would like to say thank you.

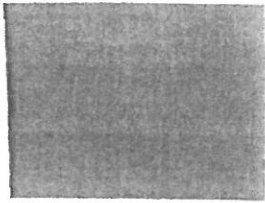
I have many friends, who have also enjoyed many evenings in the comfort of your restaurant. Being, given excellent customer service above and beyond. You have never let down the reputation you have relentlessly maintained throughout the years I have been coming.

It saddens me to think that someone would make such effort to the sabotage the character that you naturally posses, you and your sons. I do hope your seen for what you truly are and that is a very respectful, passionate man about delivering a wonderful experience to all who attend your restaurant. I have seen how your attentive nature caters for every dining when I am there and it is very admirable.

Thank you and your staff for all the wonderful evenings you have gone out of your way to make an enjoyable experience for me my family and my friends.

🙏

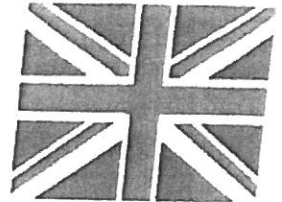
Sent from Yahoo Mail for iPhone
[Quoted text hidden]



**Bangladeshi Association
Hastings & Rother**

43 White Rock, Hastings, East Sussex, TN341JL
Tel :07855349543

www.bangladeshiassociationhastingsandrother.co.uk

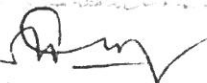


Ref: CRT/01

Date:17/01/20

(TO WHOM IT MAY CONCERN)

Certified that I have known Mr. Siddiqur Rahman, resident of 22 Horntye Road, St.Leonards on sea for the last 18 years. To the best of my knowledge and belief, he bears a good conduct and moral character. I have not noticed anything adverse against him. Even he has been selected third time as a Chairman of our Bengali community.


(Monoj Choudhury)
(secretary)
(BAHR)

Tandoori Ghor Restaurant

TANDOORI (Fully Licensed & Fully Air Conditioned)

11 Grand Parade, St. Leonards-on-sea
East Sussex, TN38 0DD
Phone : (01424) 436064 / 436530

Ref:

Date :

18/01/2020

To Whom It May Concern

Dear Sir

Ref: Mr Siddiqur Rahman

I am writing to confirm that the above person is known to me since 1995.

He is trustworthy and of very good character. For the long time he has been a Chairman of our Hastings and Rother Bangladesh Community Association.

I also know his family and they are all good and very much respected in the community.

Yours faithfully



ABU AHMED

Mr Nazmul Hoque
16 Netherwood Close
Hastings
TN34 2RE

TO Whom It May Concern

Date: 15/01/2020

Dear Sir/Madam

I am writing to confirm that I have known Mr Siddiqur Rahman, of 22, Horntye Road, TN37 6RT, for last twenty years in Hastings.

Furthermore, I also had the opportunity to work with him during his Chairmanship to the local Bangladeshi community, I am also please to say he is currently a active member to local Muslim community in Hastings Mosque.

To my understanding Mr Rahman is very highly respected, trustworthy, and reliable person, I am extremely pleased to have known him, and have enjoyed working with him.

I wish him all the success for the future

Please don't hesitate to contact me if further information is needed

Kind regards

Yours truly



Mr N Hoque

MR:ABDUL MUMIN CHOWDHURY
17 ASHBROOK ROAD
ST LEONARDS ON SEA
EAST SUSSEX
TN37 7EH
TEL:07859063972

MR. SIDDIQUR RAHMAN
22 HORNTYE ROAD
ST LEONARDS ON SEA
EAST SUSSEX
TN37 6RT

Date: 18/01/2020

To Whom it may Concern

Re: MR. SIDDIQUR RAHMAN D.O.B: 10-05-1966, 22 HORNTYE ROAD, ST LEONARDS ON SEA,
TN37 6RT

I am writing to confirm that I personally have known Mr. Siddiquir Rahman and his family for more than eight years. I believe that they are very honest, humble, trustworthy and reliable.

Therefore I have no hesitation to confirm that my good friend Mr. Rahman is a great character personal and I wish him and his family all the best and a pleasant future.

Yours sincerely



Mr Abdul Mumin Chowdhury

Mr Kafil Ahmed Chowdhury
82 Burry Road
St Leonards-on-sea
East Sussex
TN37 6QY
Tel:

Mr Siddiquir Rahman
22 Horntye Road
St Leonards-on-sea
East Sussex
TN37 6RT

Date: 20th January 2020

To whom it may Concern:

Re: MR. SIDDIQUIR RAHMAN 10-05-1966, 22 HORNTYE ROAD, ST LEONARDS ON SEA, TN37 6RT

I would like to confirm that I know Mr Siddiquir Rahman since 1995 as my tenant, since then I have found him very reliable, punctual and trustworthy. I can also confirm that he is our current chairman of our local organization – Bangladeshi Association Hastings and Rother. He is always willing to help and support within the Bangladeshi, and other communities.

I can proudly say Mr Rahman is much valued and respected within our community, and I wish him all the best for the future.

Yours sincerely



Mr Kafil Ahmed Chowdhury

MR. SIDDIQUR RAHMAN
22 HORNTYE ROAD
ST LEONARDS ON SEA
EAST SUSSEX
TN37 6RT

MR:OLIUR RAHMAN
124 SEDLESCOMBE ROAD NORTH
ST LEONARDS ON SEA
EAST SUSSEX
TN37 7EN
TEL:01424 432682

To Whom it may Concern

Date: 16/01/2020

Re: MR. SIDDIQUR RAHMAN DOB:10/05/1966, 22 HORNTYE ROAD, ST LEONARDS ON SEA, TN37
6RT

I am writing to confirm that I have known Mr. Siddiqur Rahman and his Family for more than twenty years, I have been working with Mr. Rahman on voluntary organizations since 2000, in particular with Bangladeshi Association Hastings & Rother. Since then he is been very good friend of mine, Of which I have found him to be of a good nature and very trustworthy. He is very honest and reliable.

Therefore I have no hesitation in confirming that Mr. Rahman and his Family are very respected within the community and I wish them every success with their chosen ventures.

Yours sincerely



Mr Oliur Rahman

R. BEGUM
46 PARK VIEW
HASTINGS
EAST SUSSEX
TN34 2HE

18TH January 2020

I write to confirm I personally have known
Mr Siddiqur Rahman of;
22 Hornbye Road, St Leonards on Sea, East Sussex,
TN37 6RT for over 15 years.
He is a family friend and I know him to be
of good character.

Yours faithfully

Ritha Begum

MRS R. BEGUM

Date: 17/01/2020

Mrs Pratibha Paleja
6A Bank Buildings
Station Road
Hastings
East Sussex
TN34 1NG

**Ref: MR SIDDIQUR RAHMAN Address: 22 Horntye Road, St Leonard On Sea, TN37
6RT:**

To whom it may concern,

I have personally known Mr Siddiqur Rahman from 1996 as a good businessman. He is currently Ocean Spice where we go to dine and is always given nice and friendly service by Mr Rahman.

From my own experience he is a very honest and hard-working character and has proven so by running many successful establishments. In addition he is an ideal citizen of this country.

Please do not hesitate to contact me if you would like to know any more about him.

Yours Truly

PS Paleja

Mrs Pratibha Paleja

Email: smokenart@hotmail.com

Mob: 07957398597

2. Draft of Proposed Recruitment Policy

Ocean Spice Ltd.
Staff Recruitment Policy

1. This policy governs the recruitment of new employees and staff members to ensure that all employees and members of staff have the required permissions to work in the United Kingdom.
2. All staff recruitment must be carried out by the designated recruitment manager(s).
 - a. A central register of designated recruitment managers will be kept and updated as necessary.
3. This policy must be followed during all recruitment by Ocean Spice Ltd.

All current and prospective members of staff **MUST**:

4. Prove that they have the right or correct permission to work in the United Kingdom; and that this permission will be valid for a minimum of 3 months after their projected first day of work.

Documents proving Leave to Remain & Permission to Work:

5. Prospective staff members may prove their right to remain and work in the United Kingdom by producing their original copy of their:
 - a. Passport;
 - b. Entry Visa;
 - c. ARC card; or
 - d. Any similar document along with photographic ID.

A full list of documents can be found at:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/773780/An_employer_s_guide_to_right_to_work_checks_-_January_2019.pdf

6. Prospective employees **MUST NOT** be employed until the above permission has been proved to the recruitment manager.
7. Before a prospective employee is employed, the recruitment manager will carry out a right to work check on the prospective employee by:
 - a. Obtaining original documents from the prospective employee;
 - b. Examining original documents in the presence of the prospective employee and making copies of the documents provided;
 - c. Following the process set out at annexe 1 of this policy; AND

Prospective staff members cannot be employed, allocated shifts or paid until they have provided the required information/ documents/ proof to the recruitment manager.

- d. By checking a prospective employee's status online at:
<https://www.gov.uk/employee-immigration-employment-status>;
8. The recruitment manager will make and keep a central record of employees' documents noting their leave to remain and permission to work in the UK. This record will include the date that the right to work checks are made.
 9. The recruitment manager will display the Home Office Right to Work poster in the premises office.
 10. Any new designated recruitment managers must be trained to conduct right to work checks on new employees before they are allowed to recruit new members of staff to the company.

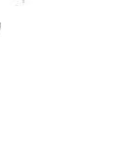
Prospective staff members cannot be employed, allocated shifts or paid until they have provided the required information/ documents/ proof to the recruitment manager.

Annexe 1 - Process for recruitment managers

- 1) Does the applicant have a UK Passport?
 - a) If yes they can be employed.
 - b) If no, go to 2.
- 2) Do they have a Certificate of registration or Naturalisation as a British Citizen/
 - a) If yes they can be employed.
 - b) If no, go to 3.
- 3) Do they have a current passport with a current endorsement from the Home Office showing they can do the work they are applying for AND has the legal right to stay in the UK?
 - a) If yes, they can be employed – make a clear copy of their passport including expiry date, their identity details & their endorsement which says that can work including their work visa.
 - b) If no – go to 4.
- 4) Do they have a current biometric residence permit or current passport showing they're allowed to stay indefinitely in the UK?
 - a) If yes, does the document show they have indefinite leave to enter or remain? OR no time limit to their stay in the UK? OR a certificate of entitlement to the Right of Abode? OR that they are exempt from immigration control? If yes, they can be employed.
 - b) If no, go to 5.
- 5) Do they have a current immigration status document showing that they have indefinite leave to stay in the UK or no time limit on their stay in the UK?
 - a) If Yes, they can only be employed if must have BOTH a current immigration status document AND an official letter from a government department or previous employer showing their name and national insurance number. If yes, they can be employed.
 - b) If no, got to 6.
- 6) Do they have an Application Registration Card (ARC)?
 - a) If yes, you must contact the home office to carry out an 'immigration employment status' check (<https://www.gov.uk/employee-immigration-employment-status>). If the home office confirms they have the right to work for you, then they may work for you for 6 months before the check must be made again.
 - b) If no, go to 7.
- 7) If the applicant does not have any of the above documents, they should not be employed.

Prospective staff members cannot be employed, allocated shifts or paid until they have provided the required information/ documents/ proof to the recruitment manager.

3.Environmental Health rating



Food Hygiene Ratings

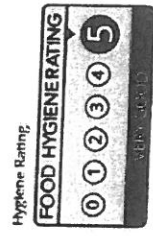
[HOME](#) | [SEARCH](#) | [RECENT CHANGES](#) | [RATINGS EXPLAINED](#) | [PRIVACY & COOKIES](#) | [CONTACT US](#)

Ocean Spice, East Sussex

Here are the food hygiene ratings, address and Local Authority details for Ocean Spice, East Sussex. Ocean Spice is listed as Restaurant/Cafe/Canteen

Address
 Ocean Spice
 Restaurant and Premises
 43 White Rock
 Hastings
 East Sussex
 TN34 1JL

Location



Risk Scoring
 Power to harm: 0
 Hygiene: 5
 Structural: 5
 Confidence in Management: 5

Last Inspection
 22nd March 2019

Similar Places Nearby

- Category: Restaurant/Cafe/Canteen**
The Pig's Palace
 East Sussex TN34 1JL
- Palace Hastings**
 East Sussex TN34 1JL
- Source Park**
 East Sussex TN14 7JH
- On the Rocks**
 East Sussex TN34 1JL
- Nazari Family Restaurant**
 East Sussex TN34 1JL
- Pancake House**
 East Sussex TN34 1JL

Local Authority
 Hastings
 Email: fnis@hastings.gov.uk
 Web: <http://www.hastings.gov.uk>

Website Widget Code

```

<script type="text/javascript">
    (function(w,d,s,l,i){w[l]=w[l]||[];w[l].push(
        [{"id":19,"name":"Ocean Spice"}]);
    })(window,document,"script","foodhygiene");
    
```

To show the latest rating on your website, just copy the widget code whenever you want the ratings to appear. You can even change the "Max 150" part to specify your own required image width, or remove it altogether, and handle it in CSS.

4. Employment Documents

Date : 14/01/2018
Time : 17:11:42

SPICE ROCK LTD
Employee Details - Personal

Tax Week 41 Tax Month 10

Employee Reference	Employee Name, Address, Email & Mobile	Date of Birth	Marital Status	Sex	Pay Frequency	NI Number	NI Cat	Hours P/W	Tax Code	Start Date	Leaving Date	Pay Method
15	MOHAMMED KOYRUL ALOM 76 Aubert Court Avenel Road London	19/01/1971	Single	Male	Monthly	SL375352A	A	20.00	1185L	01/03/2018	21/10/2018	Cash

N5 1BL

1 Employer PAYE reference

Office number Reference number

/

2 Employee's National Insurance number

3 Title - enter MR, MRS, MISS, MS or other title

Surname or family name

First name(s)

4 Leaving date DD MM YYYY

5 Student Loan deductions

Student Loan deductions to continue

6 Tax Code at leaving date

If week 1 or month 1 applies, enter 'X' in the box below.

Week 1/Month 1

7 Last entries on Payroll record/Deductions Working Sheet. Complete only if Tax Code is cumulative. If there is an 'X' at box 6 there will be no entries here.

Week number Month number

Total pay to date

£ p

Total tax to date

£ p

8 This employment pay and tax. If no entry here, the amounts are those shown at box 7.

Total pay in this employment

£ p

Total tax in this employment

£ p

9 Works number/Payroll number and Department or branch (if any)

10 Gender. Enter 'X' in the appropriate box

Male Female

11 Date of birth DD MM YYYY

12 Employee's private address

Postcode

13 I certify that the details entered in items 1 to 11 on this form are correct.

Employer name and address

Postcode

Date DD MM YYYY

To the employee

The P45 is in 3 parts. Please keep this part (Part 1A) safe. Copies are not available. You might need the information in Part 1A to fill in a tax return if you are sent one.

Please read the notes in Part 2 that accompany Part 1A. The notes give some important information about what you should do next and what you should do with Parts 2 and 3 of this form.

Tax credits and Universal Credit

Tax credits and Universal Credit are flexible. They adapt to changes in your life, such as leaving a job. If you need to let us know about a change in your income, phone 0345 300 3900.

To the new employer

If your new employer gives you this Part 1A, please return it to them. Check the information on Parts 2 and 3 of this form is correct and transfer the information onto the Payroll record/Deductions Working Sheet.

1 Employer PAYE reference
Office number Reference number
475 / EB35113

2 Employee's National Insurance number
SL375352A

3 Title - enter MR, MRS, MISS, MS or other title
Mr.
Surname or family name
ALOM
First name(s)
MOHAMMED KOYRUL

4 Leaving date DD MM YYYY
21 10 2018

5 Student Loan deductions
 Student Loan deductions to continue

6 Tax Code at leaving date
1185L

If week 1 or month 1 applies, enter 'X' in the box below.

Week 1/Month 1

7 Last entries on Payroll record/Deductions Working Sheet.
Complete only if Tax Code is cumulative. If there is an 'X' at box 6 there will be no entries here.

Week number Month number 7

Total pay to date
£ 4557.06 p

Total tax to date
£ 0.00 p

To the employee

This form is important to you. Take good care of it and keep it safe. Copies are not available. Please keep Parts 2 and 3 of the form together and do not alter them in any way.

Going to a new job

Give Parts 2 and 3 of this form to your new employer, or you will have tax deducted using the emergency code and may pay too much tax. If you do not want your new employer to know the details on this form, send it to your HM Revenue and Customs (HMRC) office immediately with a letter saying so and giving the name and address of your new employer. HMRC can make special arrangements, but you may pay too much tax for a while as a result of this.

Going abroad

If you are going abroad or returning to a country outside the UK ask for form P85, *Leaving the United Kingdom*, go to www.gov.uk/government/publications/income-tax-leaving-the-uk-getting-your-tax-right-p85

Becoming self-employed

You must register with HMRC within 3 months of becoming self-employed or you could incur a penalty. To register as newly self-employed go to www.gov.uk/topic/business-tax/self-employed

Claiming Jobseeker's Allowance or Employment and Support Allowance (ESA)

Take this form to your Jobcentre Plus office. They will pay you any tax refund you may be entitled to when your claim ends, or at 5 April if this is earlier.

Not working and claiming Jobseeker's Allowance or Employment and Support Allowance (ESA)

If you have paid tax and wish to claim a refund fill in for P50, Claiming tax back when you have stopped working, go to www.gov.uk/government/publications/income-tax-claiming-tax-back-when-you-have-stopped-working-p50

Help

If you need more help, go to www.gov.uk/topic/personal-tax

To the new employer

Check this form, record the start date and report it to HMRC in the first Full Payment Submission for your employee. Prepare a Payroll record/Deductions Working Sheet. Follow the instructions at www.gov.uk/payroll-software

Use capital letters when completing this form

1 Employer PAYE reference

Office number Reference number

475 / EB35113

2 Employee's National Insurance number

SL375352A

3 Title - enter MR, MRS, MISS, MS or other title

Mr.

Surname or family name

ALOM

First name(s)

MOHAMMED KOYRUL

4 Leaving date DD MM YYYY

21 / 10 / 2018

5 Student Loan deductions

Student Loan deductions to continue

6 Tax Code at leaving date

1185L

If week 1 or month 1 applies, enter 'X' in the box below.

Week 1/Month 1

7 Last entries on Payroll record/Deductions Working Sheet. Complete only if Tax Code is cumulative. If there is an 'X' at box 6 there will be no entries here.

Week number Month number 7

Total pay to date

£ 4557.06 p

Total tax to date

£ 0.00 p

To the new employer You will need these details to complete your Full Payment Submission

8 New Employer PAYE reference

Office number Reference number

/

9 Date new employment started DD MM YYYY

/ /

10 Works number/Payroll number and Department or branch (if any)

11 Enter 'P' here if employee will not be paid by you between the date employment began and the next 5 April.

12 Enter tax code in use if different to the tax code at box 6.

If week 1 or month 1 applies, enter 'X' in the box below.

Week 1/Month 1

13 If the tax figure you are entering on Payroll record/Deductions Working Sheet differs from box 7 please enter the figure here.

£ p

14 New employee's job title or job description

15 Employee's private address

Postcode

16 Gender. Enter 'X' in the appropriate box

Male Female

17 Date of birth DD MM YYYY

/ /

Declaration

18 I have prepared a Payroll record/Deductions Working Sheet in accordance with the details above.

Employer name and address

Postcode

Date DD MM YYYY

/ /

5. Immigration
Civil Penalty
Notice
(Dated 09/12/19)



Immigration
Enforcement

Spice Rock Limited
98 Commercial Road
London
E1 1NU

3

Civil Penalty Notice Illegal Working

This is an important notice. Please do not ignore it.
You must either pay a penalty or object within 28 days
of the date this notice is given.

This Civil Penalty Notice is issued in respect of (a) breach(es)
under section 15 of the Immigration, Asylum and Nationality Act
2006.

Notice issue date: 09/12/2019
Notice given date: 11/12/2019

Reference: 319186

You are liable for a civil penalty

We encountered (a) suspected breach(es) of section 15 by your business on 14/11/2019.
We have considered the information and evidence in your case, and concluded that you have breached section 15 of
the Immigration, Asylum and Nationality Act 2006 by employing (an) adult(s) subject to immigration control who
has/have a) not been granted leave to enter or remain in the UK, or b) /their leave to enter or remain in the UK is invalid
or has ceased to have effect, or c) who is/are subject to a condition preventing him/them from accepting the employment
in question.

Your penalty amount

Your penalty is £20,000.00. You must pay on or before 08/01/2020.

Your penalty breakdown

	Employee(s) name(s)	DOB	Penalty value	Penalty reason
1.	Ismailbhai Ibrahimhai Tai	10/04/1964	£20,000.00	No right to work
2.	Mujib Ahmed	17/03/1980	£0.00	Section 15 Not Applicable
3.	Sanaul Haque Saany	08/12/1989	£0.00	Section 15 Not Applicable

Evidence of (a) breach(es) of the law

We hold the following evidence that you have employed (an) illegal worker(s) in
breach of section 15 of the Immigration, Asylum and Nationality Act 2006:

- Interview records from officials who visited your business premises.
- Photographs and/or video footage taken by Home Office officials during a visit to
your business premises.

Other:

This evidence shows that the illegal worker(s) identified were/was employed by you
under a contract of service or apprenticeship, and carried out work for which they did