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## ALP Policy Paper – December 2012

### Gangmasters Licensing Authority – “Supply Chain Protocol”

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#### Introduction

The Association of Labour Providers (ALP) represents around 270 labour provider businesses, all of which are subject to the licensing standards of the GLA. The ALP considers that to retain the goodwill of legitimate labour providers the GLA must be able to demonstrate to the industry it regulates that it is effective in driving out the rogue gangmasters and establishing a “level playing field”. The ALP’s position with regard to the GLA is:

- To support the GLA to rid the industry of unlicensed and exploitative gangmasters.
- To challenge the GLA where the Association believes it is acting inconsistently, disproportionately or inappropriately.
- To work with the GLA to ensure that unreasonable burdens are not imposed on legitimate operators.

#### “Supply Chain Protocol” Proposal

There currently exists a [Supermarkets and Suppliers’ Protocol with the Gangmasters Licensing Authority](#) dated March 2010. The ALP considers that this Protocol is due for a full overhaul and should be replaced with a “Supply Chain Protocol”. This new Protocol should be developed with and signed by representatives of retailers, suppliers and labour providers. This will establish a cross-stakeholder industry collaborative approach to working with the GLA.

A proposal for what this Protocol might contain is detailed below. It is accepted that this is a starting point and other stakeholders would wish to input into the purpose and content of the Protocol.

- GLA Objectives and performance
  - GLA objectives in achieving its mission “To safeguard the welfare and interests of workers whilst ensuring Labour Providers operate within the law”
  - KPI’s that GLA will measure and report on achievement of objectives
  - Balance of compliance and enforcement activity
- Industry Co-Regulation
  - Information supply chain may supply to GLA
  - How GLA responds to information received from supply chain
  - Activities industry will undertake / support that support co-regulation
  - Labour provider auditing policy - consistent between retailers
  - Reducing cost & time burden of audits/sharing outcomes
  - Approach to tackling hidden human trafficking, exploitation, bonding and extortion
- Earned Recognition
  - How businesses demonstrate compliant behaviour – training; self-audit; previous outcomes
  - Impact of above on licence fees; inspection scheduling
- Communication
  - GLA Stakeholder Communication – methods / timings / findings / statistics etc
  - External Communications Policy
- Good Practice Guidance

The ALP will continue to offer its support to the GLA develop the new version of the Protocol.