

# Labour Market Enforcement Strategy Call for Evidence Focuses on Hotel, Restaurants and Food Services and Warehousing Sectors

Sir David Metcalf, the UK government's Director of Labour Market Enforcement, has launched a [Call for Evidence](#) intended to inform his Enforcement Strategy for 2019/20, due to be published next year. The Director has overarching responsibility for setting the strategic direction of the three labour market enforcement bodies, including the HMRC for the National Minimum Wage/National Living Wage. The Call for Evidence is a follow-up to the [Labour and Market Enforcement Strategy 2018 to 2019](#) published in May.

The Call for Evidence focuses on three priority sectors identified by labour market intelligence as having a higher-than-usual risk of non-compliance with labour market regulations. These are the hotel (including cleaning, catering and security services), restaurants and food services, and warehousing (specifically, picking and packing in distribution centres and storage) sectors. The Call for Evidence says that Sir David will be conducting a "deep-dive" into these sectors as part of the 2019/20 Strategy, and seeks evidence on:

- Changes within the sectors in recent decades and any resulting impact on labour market enforcement
- Recruitment of workers
- The extent and nature of non-compliance with labour market regulations
- Enforcement and compliance issues faced by workers/employers/representative bodies
- The effectiveness of enforcement bodies
- Scope for a multi-agency approach to non-compliance
- Examples of best practice to address labour market non-compliance

The Call for Evidence also seeks input on the use of additional resources and impact by enforcement bodies, the use of compliance approaches to enforcement and joint working between state enforcement bodies.

The Call for Evidence runs for 10 weeks and closes on 28 September.

We will be sending out further information on our participation in the Call for Evidence and to invite you to help shape our input to it. In the meantime, we wanted to let you know about its launch.

Over recent months, we have highlighted the increased focus on NMW/NLW compliance by the HMRC. In our June 25 [webinar](#), we discussed penalties for non-compliance and highlighted how employers can prepare for an HMRC audit should this occur. In case you were unable to join us, a [webinar recording](#) and the [presentation slides](#) (PDF) are available.



We are supporting a number of clients both in ongoing HMRC audits and in undertaking their own NMW/NLW audits to identify any areas of risk. We have prepared a questionnaire that marks the start of this process, which can be obtained by contacting [James Pike](#).

## Contacts



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