

Press release: Nearly 200 employers named and shamed for underpaying thousands of minimum wage workers

- £1.1 million identified for 9,200 workers underpaid [minimum wage rates](#)
- 179 employers named and fined £1.3 million after underpayment
- naming round comes before minimum wage rates rising on 1 April

As well as recovering backpay for 9,200 workers, the government also fined the employers a total of £1.3 million in penalties for breaking national minimum wage laws. The most prolific offending sectors in this round were retailers, hospitality businesses and hairdressers.

It comes ahead of the next rate rise on 1 April, when the National Living Wage will go up from £7.50 to £7.83 per hour. Apprentices under the age of 19 and those in the first year of their apprenticeship will benefit from a record 5.7% rise.

Later this month the Department for Business, Energy and Industrial Strategy (BEIS) will launch a campaign to raise awareness of the new rates and encourage workers to speak to their employer if they think they are being underpaid.

Business Minister Andrew Griffiths said:

The world of work is changing and we have set out our plans to give millions of workers enhanced rights to ensure everyone is paid and treated fairly in the workplace.

There are no excuses for short-changing workers. This is an absolute red line for this government and employers who cross it will get caught – not only are they forced to pay back every penny but they are also fined up to 200% of wages owed.

Today's naming round serves as a sharp reminder to employers to get their house in order ahead of minimum wage rate rises on 1 April.

Bryan Sanderson, Chairman of the Low Pay Commission (LPC), said:

As the National Living Wage and National Minimum Wage rates rise on 1 April, it is vital that workers understand their rights, and employers their obligations.

The Low Pay Commission is pleased to see the government maintaining the momentum of its minimum wage enforcement.

The recent announcement that all workers will have a right to payslips stating the hours they have worked – an idea originally proposed by the LPC – is a positive step.

This 14th naming round comes after the government published its [Good Work plan](#) last month, which announced the right to a payslip for all workers. The new law is likely to benefit around 300,000 UK workers who do not currently get a payslip.

For those paid by the hour, payslips will also have to include how many hours the worker is paid for, making pay easier to understand and challenge if it is wrong. The move is part of the government's [Industrial Strategy](#), the long-term plan to build a Britain fit for the future by helping businesses create better, higher-paying jobs in every part of the UK.

Since 2013 the scheme has identified more than £9 million in back pay for around 67,000 workers, with more than 1,700 employers fined a total of £6.3 million. The government has also committed £25.3 million for minimum wage enforcement in 2017 to 2018.

Employers who pay workers less than the minimum wage not only have to pay back arrears of wages to the worker at current minimum wage rates but also face financial penalties of up to 200% of arrears, capped at £20,000 per worker.

For more information about your pay, or if you think you might be being underpaid, get advice and guidance at www.gov.uk/checkyourpay. Workers can also seek advice from workplace experts [Acas](#).

The employers named today are listed below and in this spreadsheet:

MS Excel Spreadsheet, 46.8KB

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1. Wagamama Limited, Westminster W1F, failed to pay £133,212.42 to 2,630 workers
2. Marriott Hotels Limited, Luton LU1, failed to pay £71,722.93 to 279 workers
3. Thursday (UK) Limited, trading as TGI Friday's, Luton LU1, failed to pay £59,347.64 to 2,302 workers

4. National Society For Epilepsy (THE), Chiltern SL9, failed to pay £55,251.37 to 26 workers
5. Wright Leisure Limited, trading as Xercise4less, Leeds LS4, failed to pay £54,290.37 to 240 workers
6. Ms Sarah Jane Bowman and Ms Annabel Garland Farnell-Watson, trading as Hazelwood House, South Hams TQ7, failed to pay £48,288.66 to 3 workers
7. Seashells Limited, Conwy LL29, failed to pay £43,235.91 to 68 workers
8. Bridge End House Nursery Limited, Calderdale HD6, failed to pay £41,938.73 to 2 workers
9. Globebrow Limited, trading as Manor Adventure, Shropshire SY7, failed to pay £33,889.80 to 111 workers
10. Moy Park Limited, Armagh City, Banbridge and Craigavon BT63, failed to pay £33,547.57 to 338 workers
11. Daniele Petteno Ltd, trading as Daniele Petteno Architecture Workshop, Wandsworth SW15, failed to pay £28,410.25 to 12 workers
12. Beautiful Spots Limited, trading as Benito Brow Bar, Islington B2, failed to pay £27,184.28 to 97 workers
13. Threshold Housing Project Limited, trading as Threshold, Tameside OL6, failed to pay £26,033.75 to 41 workers
14. Heather Park Community Services Limited, North Lanarkshire ML2, failed to pay £26,018.63 to 73 workers
15. 1st Pizza Direct Limited, Highland IV3, failed to pay £25,668.15 to 87 workers
16. 4Fashions Ltd, trading as Dress Decode, Manchester M8, failed to pay £25,616.56 to 24 workers
17. Wilson's Country Limited, Armagh City, Banbridge and Craigavon BT63, failed to pay £24,560.53 to 63 workers
18. Lickfold Inn Limited, trading as The Lickfold Inn, Chichester GU28, failed to pay £23,754.87 to 37 workers
19. North London Asian Care, Enfield N13, failed to pay £15,687.49 to 70 workers
20. Witham Hand Car Wash Ltd, Braintree CM8, failed to pay £10,051.99 to 6 workers
21. Karen Millen Fashions Limited, West Oxfordshire OX29, failed to pay £9,847.20 to 28 workers
22. Mr Muhammad Adnan Safdar and Mrs Khadija Javaid, trading as Citi Dental Surgery, Glasgow City G51, failed to pay £8,733.33 to 2 workers
23. Mr Akbor Miah, trading as Dil Indian Cuisine, Monmouthshire NP15, failed to pay £7,936.78 to 2 workers
24. Albury Estate Fisheries (2008) Limited, trading as Albury Estate Fisheries, Hounslow TW8, failed to pay £7,511.32 to 1 workers
25. Atkins Hotels Limited, trading as The Yorke Arms (previous ownership), Harrogate HG3, failed to pay £7,241.82 to 3 workers
26. Adactus Housing Group Limited, Wigan WN7, failed to pay £7,098.96 to 9 workers
27. Meejana Limited, trading as Meejana, Elmbridge KT13, failed to pay £6,488.88 to 6 workers
28. Summer Lodge Management Limited, trading as Summer Lodge Country House Hotel Restaurant & Spa, West Dorset DT2, failed to pay £6,168.48 to 24 workers
29. Davies Security Limited, Swansea SA1, failed to pay £5,914.48 to 1

worker

30. Oakfield Caravan Park Limited, Denbighshire LL18, failed to pay £5,903.37 to 2 workers
31. Pentlow Community Care Limited, Eastbourne BN21, failed to pay £5,725.38 to 36 workers
32. Birmingham City Football Club plc, Birmingham B9, failed to pay £5,653.03 to 534 workers
33. St Helens Rugby Football Club Limited, trading as St Helens R.F.C., St. Helens WA9, failed to pay £5,536.92 to 117 workers
34. Mr David Wilson, Mrs Doreen Wilson and Mr Darren Wilson, trading as Wilson's Deliveries, Erewash DE7, failed to pay £4,935.46 to 1 worker
35. Smart Hand Car Wash Plymouth Ltd, Plymouth PL3, failed to pay £4,817.09 to 2 workers
36. A1 Care Services Limited, Torfaen NP4, failed to pay £4,652.73 to 66 workers
37. Jeta Car Wash Ltd, trading as Queensway Car Wash, Arun P021, failed to pay £4,584.93 to 3 workers
38. Cost Effective Catering Limited, City of Edinburgh EH4, failed to pay £4,559.11 to 23 workers
39. SB Patel Ltd, trading as Porth Stores, Merthyr Tydfil CF46, failed to pay £4,454.29 to 2 workers
40. Plymouth Car Wash Ltd, Plymouth PL4, failed to pay £4,122.92 to 3 workers
41. Handy Andy Car Wash Ponteland Limited, trading as Handy Andy Car Wash, Northumberland NE20, failed to pay £3,932.55 to 3 workers
42. Mr Lee Harris and Mr David Wilson, trading as The Barber Shop, West Oxfordshire OX28, failed to pay £3,894.77 to 2 workers
43. Home Life Carers Limited, Mid Devon EX16, failed to pay £3,675.32 to 31 workers
44. Simonstone Ltd, trading as Simonstone Hall Hotel, Richmondshire DL8, failed to pay £3,633.42 to 3 workers
45. SSL Foodservice Ltd, trading as SSL Dairies, Luton LU3, failed to pay £3,576.88 to 8 workers
46. A2 Car Wash Limited, Southwark SE1, failed to pay £3,553.65 to 3 workers
47. Pink Innovations Ltd, Kingston upon Hull, City of HU4, failed to pay £3,482.83 to 5 workers
48. The Blue Bicycle (York) Limited, trading as The Blue Bicycle, York YO1, failed to pay £3,479.46 to 2 workers
49. The Care Bureau Limited, Warwick CV32, failed to pay £3,423.94 to 343 workers
50. Box & Charnock Limited, Bedford MK44, failed to pay £3,387.55 to 1 worker
51. Red Arrow Fulfilment Limited, Test Valley S051, failed to pay £3,245.85 to 33 workers
52. Foxlowe Trading Company Limited, Staffordshire Moorlands ST13, failed to pay £3,200.97 to 1 worker
53. Hideaway Day Nursery Limited, Walsall WS2, failed to pay £3,184.11 to 18 workers
54. Headromance Ltd, Havant P09, failed to pay £2,959.64 to 9 workers
55. QCS Contract Cleaning Ltd, Belfast BT15, failed to pay £2,952.19 to 237 workers

56. Mr Nigel Birch and Mrs Sarah Shotton, trading as Oasis Hair & Bodycare, Mansfield NG18, failed to pay £2,818.99 to 16 workers
57. Trinity Pre-School, trading as Trinity Children's Centre Nursery & Out of School Club, Kirklees WF14, failed to pay £2,612.06 to 3 workers
58. Mr Wayne Gray and Mrs Margaret Gray, trading as Jackson Gray, Dundee City DD3, failed to pay £2,514 to 4 workers
59. Busy Bee Montessori Nursery School Limited, trading as Busy Bees Nursery School, Forest Heath IP28, failed to pay £2,488.29 to 19 workers
60. SBDP1 Limited, Great Yarmouth NR29, failed to pay £2,275.03 to 67 workers
61. Tayto Group Limited, Armagh City, Banbridge and Craigavon BT62, failed to pay £2,236.14 to 50 workers
62. Impact Call Centre Limited, Test Valley S051, failed to pay £2,095.14 to 15 workers
63. 4th Generation (NW) Limited, Stockport SK6, failed to pay £2,086.41 to 1 worker
64. A Johnson Construction Limited, Cheshire East CW1, failed to pay £2,033.45 to 2 workers
65. Thurlestone Estates Limited, trading as Thurlestone Hotel, South Hams TQ7, failed to pay £2,028.14 to 4 workers
66. Lakemere Green Limited, trading as Neville Hair & Beauty, Kensington and Chelsea SW1X, failed to pay £2,023.29 to 1 worker
67. Universal United Commerce Limited, City of Edinburgh EH6, failed to pay £2,009.88 to 2 workers
68. Patisserie Patchi Limited, trading as Patchi, Brent NW10, failed to pay £2,007.92 to 7 workers
69. Mr Mahendra Davda, trading as M M Davda, Birmingham B10, failed to pay £1,902.35 to 1 worker
70. Stef and Stan Ltd, St Albans AL2, failed to pay £1,900.59 to 2 workers
71. I Can Day Nurseries Limited, trading as Scamps Day Nursery, Cheshire East SK11, failed to pay £1,891.75 to 2 workers
72. Holbrook Academy, Babergh IP9, failed to pay £1,862.05 to 2 workers
73. Nath Stores Limited, Stockton-on-Tees TS17, failed to pay £1,823.69 to 1 worker
74. Vickers Construction Limited, Stockton-on-Tees TS18, failed to pay £1,809.35 to 1 worker
75. Manor House Hotel (Oakehampton) Limited, trading as The Manor House Hotel, West Devon EX20, failed to pay £1,776.33 to 31 workers
76. Extra Care for Elderly People Limited, Antrim and Newtownabbey BT41, failed to pay £1,775.79 to 6 workers
77. Rootcroft Limited, trading as West House Residential Home, Southend-on-Sea SS0, failed to pay £1,774.39 to 13 workers
78. Little Footprints Nursery Limited, Leicester LE5, failed to pay £1,760.15 to 1 worker
79. Marcandi Limited, trading as madbid.com, Westminster SW1P, failed to pay £1,743.48 to 1 worker
80. Clean as a Whistle Super Hand Car Wash Ltd, Plymouth PL5, failed to pay £1,706.26 to 2 workers
81. Lyndhurst School, Surrey Heath GU15, failed to pay £1,696.21 to 3 workers
82. Ms Lorna O'Donnell, trading as Snowdons Hairdressing Salon, Solihull

- B36, failed to pay £1,675.71 to 1 worker
83. Twinkles (Leeds) Limited, Leeds LS2, failed to pay £1,617.87 to 8 workers
 84. Ritcin Limited, trading as Starbucks, Belfast BT1, failed to pay £1,592.79 to 79 workers
 85. Cedar Tree Care Home Ltd, Derby DE23, failed to pay £1,531.99 to 11 workers
 86. Dan Skelton Racing Limited, Stratford-on-Avon B49, failed to pay £1,520.19 to 3 workers
 87. Fast Car wash Ltd, trading as Waves Hand Car Wash, Basildon SS15, failed to pay £1,444.16 to 3 workers
 88. G.Purchase Construction Limited, Walsall WS2, failed to pay £1,392.55 to 8 workers
 89. Dr Baber Ghafoor and Dr S A Abbasi, Rochdale OL11, failed to pay £1,355.98 to 6 workers
 90. Feather and Black , Chichester PO19, failed to pay £1,333.25 to 31 workers
 91. ADI Hand Car Wash Ltd, Epping Forest CM5, failed to pay £1,304.77 to 6 workers
 92. Independent Community Care Management Limited, Kettering NN15, failed to pay £1,301.82 to 14 workers
 93. Crystal Knitwear Limited, Mansfield NG18, failed to pay £1,144.48 to 6 workers
 94. Georgie Porgy's Pre-School Ltd, Havering RM12, failed to pay £1,142.13 to 6 workers
 95. Stoke City Football Club Limited, trading as Stoke City F.C., Stoke-on-Trent ST4, failed to pay £1,102.62 to 7 workers
 96. Parkers Mini Buses (Ellesmere Port) Limited, Cheshire West and Chester CH65, failed to pay £1,092.56 to 5 workers
 97. Fosters Bakery (Staincross) Limited, Barnsley S75, failed to pay £1,074.93 to 1 worker
 98. James Ritchie Clocks (established 1809) Ltd, City of Edinburgh EH3, failed to pay £1,064.66 to 2 workers
 99. Poppies WL & S Limited, trading as Poppies, West Lancashire L39, failed to pay £1,061.70 to 69 workers
 100. Rudan Knightsbridge Limited, trading as Daniel Hersheson, Kensington and Chelsea SW1X, failed to pay £1,060.55 to 4 workers
 101. Achieving Excellence UK Ltd, Tameside SK16, failed to pay £1,031.19 to 1 worker
 102. Focus Food Services Limited, Chesterfield S43, failed to pay £1,007.73 to 6 workers
 103. Mr Peter Watts, trading as 3ccc, Birmingham B44, failed to pay £1,006.67 to 2 workers
 104. Days Poole Limited, trading as Day's Restaurant, Poole BH12, failed to pay £1,001.34 to 19 workers
 105. Europa Foods Distribution Limited, Causeway Coast and Glens BT51, failed to pay £976.55 to 2 workers
 106. Grade House Limited, Brent HA0, failed to pay £951.75 to 1 worker
 107. Alison Margaret Smith, trading as A.M.S Hair & Beauty, City of Edinburgh EH12, failed to pay £935.21 to 1 worker
 108. Mrs Angela Fox, trading as Café Express, Stockton-on-Tees TS18, failed

- to pay £870.21 to 1 worker
109. Redhill Service Centre Limited, Gedling NG5, failed to pay £825.24 to 1 worker
 110. Shoe Zone Retail Limited, Leicester LE1, failed to pay £804.88 to 15 workers
 111. Arcadis Consulting (UK) Limited, Cardiff CF3, failed to pay £796.72 to 2 workers
 112. RPP Wood Green Ltd, trading as Roosters Piri Piri, Haringey N22, failed to pay £779.39 to 3 workers
 113. Mrs Lisa Chakir, trading as Chairs Hairdresser, West Lothian EH49, failed to pay £774.86 to 1 worker
 114. Mrs Jacqueline Young, trading as The Forum (previous ownership), Northumberland NE63, failed to pay £770.01 to 1 worker
 115. Mr George Hanson and Mr James Hanson, trading as Punycode Riding Stables, Shropshire SY10, failed to pay £747.9 to 4 workers
 116. Express Vision (UK) Ltd, Birmingham B18, failed to pay £727.35 to 1 worker
 117. Sanjay Foods (UK) Limited, Leicester LE4, failed to pay £719.18 to 6 workers
 118. Indulge Me Limited, trading as Indulge, Harrow HA5, failed to pay £718.1 to 1 worker
 119. Mr Christopher James Hill, trading as D&A Sheds, Aylesbury Vale MK18, failed to pay £701.37 to 1 worker
 120. Bush House Pembroke Limited, Pembrokeshire SA71, failed to pay £686.92 to 6 workers
 121. Miss Zoe MacDonald, trading as Unique Hair & Beauty, Na h-Eileanan Siar HS1, failed to pay £686 to 1 worker
 122. VF Cash & Carry Limited, trading as Variety Foods, Newham E7, failed to pay £667.86 to 19 workers
 123. MRN Recruitment Limited, South Holland PE11, failed to pay £628 to 265 workers
 124. Gloss Hairdressing Limited, Harrogate HG5, failed to pay £618.57 to 4 workers
 125. Rainbow Brite Cleaning Services Limited, Newport NP20, failed to pay £585.95 to 9 workers
 126. The Urban Chocolatier Limited, Newham E7, failed to pay £578.01 to 1 worker
 127. Edworthy Computing Limited, Mid Devon EX17, failed to pay £548.45 to 1 worker
 128. Mumtaz Leeds Limited, trading as Mumtaz, Leeds LS10, failed to pay £540 to 1 worker
 129. East Lancashire Services Limited, Rochdale OL10, failed to pay £539.49 to 28 workers
 130. Plaistow Broadway Filling Stations Limited, Basildon CM12, failed to pay £535.53 to 1 worker
 131. NTCDucting.com Limited, Swansea SA7, failed to pay £492.17 to 1 worker
 132. Mr Ali Qerimi, trading as Olympic Hand Car Wash, Newham E15, failed to pay £475.5 to 2 workers
 133. Moulsham Residential Home (Chelmsford) Limited, Chelmsford CM2, failed to pay £474.82 to 2 workers
 134. Blaxills Fitted Furniture Limited, trading as Blaxills, St Albans AL2,

- failed to pay £472.46 to 1 worker
135. Miss Tracey Henry, trading as Valentinos Hair Salon, Southampton S015, failed to pay £472.33 to 1 worker
136. Cragwood International Limited, trading as Cragwood Country House Hotel & Restaurant, South Lakeland LA23, failed to pay £467.78 to 3 workers
137. Step Up Security Services Ltd, Knowsley L33, failed to pay £462.42 to 28 workers
138. Mr Shahzad Iqbal Kiyani, trading as Aprana Café, Birmingham B8, failed to pay £452.5 to 1 worker
139. D K Leisure Ltd, trading as Bushtown Hotel, Causeway Coast and Glens BT51, failed to pay £448.13 to 2 workers
140. Clear-View Fife Limited, trading as Clear-View Cleaning Specialists, Fife KY6, failed to pay £431.63 to 1 worker
141. Capital (Hair and Beauty) Limited, Eastbourne BN21, failed to pay £427.4 to 78 workers
142. Saramago Ltd, trading as Saramago Café Bar, Glasgow City G2, failed to pay £425.63 to 4 workers
143. McClarence Services Limited, trading as Elliot McClarence, Trafford WA14, failed to pay £416.17 to 2 workers
144. Entier Limited, Aberdeenshire AB32, failed to pay £403.07 to 1 worker
145. DSM N.E. Ltd, County Durham DL5, failed to pay £395.57 to 1 worker
146. Darren Dickie, trading as Darren Dickie Roofing & Building Contractor, Barrow-in-Furness LA14, failed to pay £392.22 to 1 worker
147. Biddall Leisure Limited, trading as The Vine Hotel, East Lindsey PE24, failed to pay £389.77 to 1 worker
148. Legal Square Ltd, Manchester M12, failed to pay £370.13 to 1 worker
149. Neath Road Car Sales & Car Wash Ltd, Wiltshire SA1, failed to pay £348.69 to 5 workers
150. Mr Shakil Shah, trading as Town Fryer, St. Helens WA10, failed to pay £347.31 to 3 workers
151. Jackson Gray Limited, trading as Jackson Gray, Dundee City DD3, failed to pay £343.38 to 3 workers
152. Mrs Elaine Phillips and Mr Mitchell Phillips, trading as Studio 57 Clinic, Brighton and Hove BN3, failed to pay £339.03 to 2 workers
153. Maxine Adams, Kensington and Chelsea SW3, failed to pay £312.45 to 1 worker
154. 4TheHouse Limited, Leeds LS14, failed to pay £288.1 to 1 worker
155. Ari Pizza Ltd, trading as Marmaris Pizza, Ashfield NG17, failed to pay £287.8 to 2 workers
156. Hales Group Limited, Peterborough PE1, failed to pay £285.08 to 6 workers
157. Mariner Travel Limited, Warrington WA13, failed to pay £281.72 to 1 worker
158. P&P Duff (Scotland) Limited, trading as Patrick, Renfrewshire PA1, failed to pay £280.15 to 1 worker
159. Grand Union Company Limited, Lambeth SE11, failed to pay £271.28 to 6 workers
160. Mr Ahmed Faalzada, trading as Pizza on Broadway, Kingston upon Thames KT6, failed to pay £266.25 to 1 worker
161. Ducati Manchester Limited, Trafford M33, failed to pay £246.88 to 1 worker

162. Ms Fiona Latham, trading as The Wellington Hotel, Halton L24, failed to pay £233.55 to 1 worker
163. Tsang's Kitchen Ltd, Wiltshire SN10, failed to pay £221.1 to 1 worker
164. Mr Nicholas Tsaroullas, Mr John Yiamokis Tsaroullas and Mrs Kyriacou Tsaroullas , trading as Mentone Hotel, North Somerset BS23, failed to pay £209.44 to 4 workers
165. GAF Foods Limited, trading as Subway, Haringey N4 1, failed to pay £200.81 to 5 workers
166. Tanna's Limited, Brent NW10, failed to pay £194.54 to 1 worker
167. P&A Food Management Services Limited, Hambleton DL8, failed to pay £186.39 to 11 workers
168. Mr Tino Cerner, trading as Da Vinci, Dacorum HP23, failed to pay £183.83 to 2 workers
169. Mrs Carole Bentley, trading as Tenford Kennels, Staffordshire Moorlands ST10, failed to pay £182.12 to 1 worker
170. Yeovil Football & Athletic Club (The), trading as Yeovil Town F.C, South Somerset BA22, failed to pay £174.18 to 2 workers
171. Casa Bianco Limited, trading as The White Rooms, Southampton S014, failed to pay £171.2 to 1 worker
172. Ms Karly Skerman and Mr Ray Booth, trading as Billy Rays Store, East Riding of Yorkshire YO15, failed to pay £161.67 to 1 worker
173. Orchard Care (South West) limited, trading as Restgarth Care Home, Cornwall PL13, failed to pay £161.27 to 7 workers
174. Always Cleaning Limited, Oldham OL9, failed to pay £154.58 to 2 workers
175. Mr Hamid Noori, trading as Valley Road Hand Car Wash, Plymouth PL7, failed to pay £153.3 to 1 worker
176. London Irish Scottish Richmond Limited, trading as London Irish, Spelthorne TW16, failed to pay £131.73 to 1 worker
177. Mr Sean Hornby, trading as The Queens Hotel, Bury BL2, failed to pay £129.45 to 1 worker
178. SM News Limited, Wigan WN7, failed to pay £120 to 1 worker
179. Riverside Pizza Company Limited, trading as La Figa, Tower Hamlets E14, failed to pay £100.83 to 1 worker

Notes to editors

Notice of Underpayment (NoU)

Under this scheme the government will name all employers who have been issued with a NoU unless employers meet one of the exceptional criteria or have arrears of £100 or less. All 179 cases named today (9 March 2018) failed to pay the correct national minimum or living wage rates and owed arrears of more than £100.

Employers have 28 days to appeal against the NoU (this notice sets out the owed wages to be paid by the employer together with the penalty for not complying with minimum wage law). If the employer does not appeal or unsuccessfully appeals against this NoU, BEIS will consider them for naming. The employer then has 14 days to make representations to BEIS outlining whether they meet any of the exceptional criteria:

- naming by BEIS carries a risk of personal harm to an individual or their family
- there are national security risks associated with naming in this instance
- other factors which suggest that it would not be in the public interest to name the employer

National Living and Minimum Wage rates

Date	25 and over	21 to 24	18 to 20	Under 18	Apprentice
April 2017	£7.50	£7.05	£5.60	£4.05	£3.50
April 2018	£7.83	£7.38	£5.90	£4.20	£3.70

Low paying sectors

- Hospitality: 43 employers named for underpaying 5,726 workers a total of £460,459
- Hairdressing: 19 employers named for underpaying 152 workers a total of £43,938
- Retail: 18 employers named for underpaying 85 workers a total of £27,332

Press release: Welsh Businesses named and shamed for underpaying Minimum Wage workers

- £1.11m identified for 9,200 workers underpaid minimum wage rates across the UK
- 179 employers named UK wide and fined £1.3m after underpayment
- Naming round comes before minimum wage rates rising on 1 April

The UK Government has today (9 March) named and shamed 182 UK employers – including 10 in Wales – for underpaying more than 9,000 minimum wage workers by £1.11 million.

In Wales 10 employers were named for underpaying 159 workers a total of £76,659. They were fined a total of £87,396.

As well as recovering backpay for 9,200 workers, the Government also fined the employers a total of £1.3 million in penalties for breaking national minimum wage laws. The most prolific offending sectors in this round were retailers, hospitality businesses and hairdressers.

It comes ahead of the next rate rise on 1 April, when the National Living Wage will go up from £7.50 to £7.83 per hour. Apprentices under the age of 19 and those in the first year of their apprenticeship will benefit from a

record 5.7% rise.

Later this month the Department for Business, Energy and Industrial Strategy will launch a campaign to raise awareness of the new rates and encourage workers to speak to their employer if they think they are being underpaid.

Secretary of State for Wales Alun Cairns said:

Every worker in the UK is entitled to at least the national minimum or living wage and the UK Government will ensure they get it.

That is why we have named and shamed these employers who failed to pay the legal minimum, sending the clear message to employers that minimum wage abuses will not go unpunished.

Business Minister Andrew Griffiths said:

The world of work is changing and we have set out our plans to give millions of workers enhanced rights to ensure everyone is paid and treated fairly in the workplace.

There are no excuses for short-changing workers. This is an absolute red line for this Government and employers who cross it will get caught – not only are they forced to pay back every penny but they are also fined up to 200% of wages owed.

Today's naming round serves as a sharp reminder to employers to get their house in order ahead of minimum wage rate rises on 1 April.

Bryan Sanderson, Chairman of the Low Pay Commission, said:

As the National Living Wage and National Minimum Wage rates rise on 1 April, it is vital that workers understand their rights, and employers their obligations.

The Low Pay Commission is pleased to see the Government maintaining the momentum of its minimum wage enforcement.

The recent announcement that all workers will have a right to payslips stating the hours they have worked – an idea originally proposed by the LPC – is a positive step.

This 14th naming round comes after the government published its [Good Work plan](#) last month, which announced the right to a payslip for all workers. The new law is likely to benefit around 300,000 UK workers who do not currently get a payslip.

For those paid by the hour, payslips will also have to include how many hours

the worker is paid for, making pay easier to understand and challenge if it is wrong. The move is part of the Government's [Industrial Strategy](#) the government's long-term plan to build a Britain fit for the future by helping businesses create better, higher-paying jobs in every part of the UK.

Since 2013 the scheme has identified more than £9 million in back pay for around 67,000 workers, with more than 1,700 employers fined a total of £6.3 million. The Government has also committed £25.3m for minimum wage enforcement in 2017/18.

Employers who pay workers less than the minimum wage not only have to pay back arrears of wages to the worker at current minimum wage rates but also face financial penalties of up to 200% of arrears, capped at £20,000 per worker.

For more information about your pay, or if you think you might be being underpaid, get advice and guidance at www.gov.uk/checkyourpay. Workers can also seek advice from workplace experts [Acas](#).

NOTES TO EDITORS

The companies from Wales are:-

Name of Employer	Company/Trading Name	Partial Postcode	Government Office Region (employer trading address)	Local Authority (employer trading address)
Seashells Limited		LL29	Wales	Conwy
Mr Akbor Miah	Dil Indian Cuisine	NP15	Wales	Monmouthshire
Davies Security Limited		SA1	Wales	Swansea
Oakfield Caravan Park Limited		LL18	Wales	Denbighshire
A1 Care Services Limited		NP4	Wales	Torfaen
SB Patel Ltd	Porth Stores	CF46	Wales	Merthyr Tydfil
Arcadis Consulting (UK) Limited		CF3	Wales	Cardiff
Bush House Pembroke Limited		SA71	Wales	Pembrokeshire
Rainbow Brite Cleaning Services Limited		NP20	Wales	Newport
NTCDucting.com Limited		SA7	Wales	Swansea

Under this scheme the government will name all employers who have been issued with a Notice of Underpayment (NoU) unless employers meet one of the

exceptional criteria or have arrears of £100 or less. All 179 cases named today (9 March 2018) failed to pay the correct national minimum or living wage rates and owed arrears of more than £100.

Employers have 28 days to appeal against the NoU (this notice sets out the owed wages to be paid by the employer together with the penalty for not complying with minimum wage law). If the employer does not appeal or unsuccessfully appeals against this NoU, BEIS will consider them for naming. The employer then has 14 days to make representations to BEIS outlining whether they meet any of the exceptional criteria:

- Naming by BEIS carries a risk of personal harm to an individual or their family;
- There are national security risks associated with naming in this instance;
- Other factors which suggest that it would not be in the public interest to name the employer.

National Living and Minimum Wage rates:-

Date	25 and over	21 to 24	18 to 20	Under 18	Apprentice
April 2017	£7.50	£7.05	£5.60	£4.05	£3.50
April 2018	£7.83	£7.38	£5.90	£4.20	£3.70

Low paying sectors across the UK:-

- Hospitality: 43 employers named for underpaying 5,726 workers a total of £460,459
- Hairdressing: 19 employers named for underpaying 152 workers a total of £43,938
- Retail: 18 employers named for underpaying 85 workers a total of £27,332

Press release: 15 SCOTTISH EMPLOYERS NAMED AND SHAMED FOR UNDERPAYING HUNDREDS OF MINIMUM WAGE WORKERS

- Nearly £75,000 identified for 206 workers underpaid minimum wage rates.
- 15 Scottish employers named and fined nearly £70,000 after underpayment
- Naming round comes before minimum wage rates rising on 1 April

The UK Government has today (9 March) named and shamed 15 Scottish employers for underpaying more than 200 minimum wage workers by nearly £75,000.

Across the UK 179 employers have been named for underpaying 9,200 minimum wage workers by £1.1 million.

The UK Government also fined the employers a total of £1.3 million in penalties for breaking national minimum wage laws. Fines for Scottish employers totalled £70,000.

As well as recovering backpay for 9,200 workers, the UK Government also fined the employers a total of £1.3 million in penalties for breaking national minimum wage laws. The most prolific offending sectors in this round were retailers, hospitality businesses and hairdressers.

It comes ahead of the next rate rise on 1 April, when the National Living Wage will go up from £7.50 to £7.83 per hour. Apprentices under the age of 19 and those in the first year of their apprenticeship will benefit from a record 5.7% rise.

Later this month the Department for Business, Energy and Industrial Strategy will launch a campaign to raise awareness of the new rates and encourage workers to speak to their employer if they think they are being underpaid.

UK Government Minister for Scotland Lord Duncan said:

It is simply unacceptable for bosses to rip off their staff by not paying at least minimum wage rates. These 15 Scottish employers are breaking the law.

These fines show just how seriously the UK Government takes this matter. Bosses who think that they can get away with short changing their hard working staff be warned – the UK Government will name and shame you and hit you in the pocket.

Business Minister Andrew Griffiths said:

The world of work is changing and we have set out our plans to give millions of workers enhanced rights to ensure everyone is paid and treated fairly in the workplace.

There are no excuses for short-changing workers. This is an absolute red line for this Government and employers who cross it will get caught – not only are they forced to pay back every penny but they are also fined up to 200% of wages owed.

Today's naming round serves as a sharp reminder to employers to get their house in order ahead of minimum wage rate rises on 1 April.

Bryan Sanderson, Chairman of the Low Pay Commission, said:

As the National Living Wage and National Minimum Wage rates rise on 1 April, it is vital that workers understand their rights, and employers their obligations.

The Low Pay Commission is pleased to see the UK Government maintaining the momentum of its minimum wage enforcement.

The recent announcement that all workers will have a right to payslips stating the hours they have worked – an idea originally proposed by the LPC – is a positive step.

This 14th naming round comes after the government published its Good Work plan last month, which announced the right to a payslip for all workers. The new law is likely to benefit around 300,000 UK workers who do not currently get a payslip.

For those paid by the hour, payslips will also have to include how many hours the worker is paid for, making pay easier to understand and challenge if it is wrong. The move is part of the UK Government's Industrial Strategy the government's long-term plan to build a Britain fit for the future by helping businesses create better, higher-paying jobs in every part of the UK.

Since 2013 the scheme has identified more than £9 million in back pay for around 67,000 workers, with more than 1,700 employers fined a total of £6.3 million. The UK Government has also committed £25.3m for minimum wage enforcement in 2017/18.

Employers who pay workers less than the minimum wage not only have to pay back arrears of wages to the worker at current minimum wage rates but also face financial penalties of up to 200% of arrears, capped at £20,000 per worker.

For more information about your pay, or if you think you might be being underpaid, get advice and guidance at www.gov.uk/checkyourpay. Workers can also seek advice from workplace experts Acas.

The employers named today are:

1. Heather Park Community Services Limited, North Lanarkshire ML2, failed to pay £26,018.63 to 73 workers.
2. 1st Pizza Direct Limited, Highland IV3, failed to pay £25,668.15 to 87 workers.
3. Mr Muhammad Adnan Safdar and Mrs Khadija Javaid, trading as Citi Dental Surgery, Glasgow City G51, failed to pay £8,733.33 to 2 workers.
4. Cost Effective Catering Limited, City of Edinburgh EH4, failed to pay £4,559.11 to 23 workers.
5. Mr Wayne Gray and Mrs Margaret Gray, trading as Jackson Gray, Dundee City DD3, failed to pay £2,514 to 4 workers.

6. Universal United Commerce Limited, City of Edinburgh EH6, failed to pay £2,009.88 to 2 workers.
 7. James Ritchie Clocks (established 1809) Ltd, City of Edinburgh EH3, failed to pay £1,064.66 to 2 workers.
 8. Alison Margaret Smith, trading as A.M.S Hair & Beauty, City of Edinburgh EH12, failed to pay £935.21 to 1 worker.
 9. Mrs Lisa Chakir, trading as Chairs Hairdresser, West Lothian EH49, failed to pay £774.86 to 1 worker.
 10. Miss Zoe MacDonald, trading as Unique Hair & Beauty, Na h-Eileanan Siar HS1, failed to pay £686 to 1 worker.
 11. Clear-View Fife Limited, trading as Clear-View Cleaning Specialists, Fife KY6, failed to pay £431.63 to 1 worker.
 12. Saramago Ltd, trading as Saramago Café Bar, Glasgow City G2, failed to pay £425.63 to 4 workers.
 13. Entier Limited, Aberdeenshire AB32, failed to pay £403.07 to 1 worker.
 14. Jackson Gray Limited, trading as Jackson Gray, Dundee City DD3, failed to pay £343.38 to 3 workers.
 15. P&P Duff (Scotland) Limited, trading as Patrick, Renfrewshire PA1, failed to pay £280.15 to 1 workers.
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Speech: United Kingdom's support for the OSCE and its efforts to achieve stability, peace and democracy for the people of Europe

Thank you Mr President,

And thank you Foreign Minister Alfano for your briefing.

The United Kingdom fully supports the OSCE and its efforts to achieve stability, peace and democracy for the people of Europe, including through dialogue. Like the United Nations, the OSCE is a pillar of the international rules based system and respect for its fundamental principles must be restored.

Nowhere in Europe is this more important than in Ukraine. Let me reaffirm the United Kingdom's full support for Ukraine's independence, sovereignty and territorial integrity, including in Crimea. These are words by which we open so many of our Council's resolutions. They are fundamental to all Member States of the United Nations. Yet last month we marked the fourth anniversary of Russia's illegal annexation of Crimea. That act, by a permanent member of this Council, showed complete disregard for our UN Charter and trampled all over international law. In addition to annexing Crimea, Russia has destabilised Eastern Ukraine and continues to fuel the conflict at enormous

human and material cost to the Ukrainians people.

As always, it is civilians that suffer most. Since the conflict began, over 10,300 people have lost their lives, almost 25,000 have been injured and 3.4 million people are in need of humanitarian assistance, particularly along the line of contact. And we have seen reports that over 1000 Russian military personnel and mercenaries have lost their lives, so the Russian people are also mourning their children. It is only through a truly sustainable ceasefire and genuine political will, through the implementation of the Minsk Agreement, that this conflict will be brought to an end. We welcome the latest recommitment to the ceasefire by the Trilateral Contact Group, but ceasefires have been broken in the past, and have not resulted in sustained improvements to the security situation.

While the conflict continues, the Special Monitoring Mission, ably directed by Chief Monitor Apakan, must be permitted to carry out its mandate in full and be granted full, safe and unhindered access to all of Ukraine, including those parts of the border with Russia not under Ukraine's control, and Crimea. The increasingly aggressive behaviour and threats we are seeing towards OSCE monitors are deeply concerning and we remember the sacrifice of paramedic Joseph Stone on 23 April last year.

Mr President,

If, as Russia claims, it truly cares about the people of the Donbas, it should end the fighting that it started, withdraw its military personnel and weapons and cease its support for the separatists. Russia should also show a genuine political will to end the conflict and to abide by the Minsk Agreements that it signed. Until these steps are taken, we will work with our EU partners to ensure that sanctions remain fully in place.

Mr President,

We must retain the Council's focus of this Council on Ukraine. Next Thursday the UK will co-host an Arria-formula meeting to discuss this blatant violation of international law and the UN Charter. The chaos, violence and ongoing loss of life resulting from Russia's military operations more than merit this Council's time. We must be ready to remain seized of this issue.

Foreign Minister Alfano, we welcome and strongly support Italy's intention to prioritise tackling Modern Slavery, and addressing the challenges associated with migration, including corruption and trafficking. In addition, we support your focus on the implementation of the OSCE Gender Action Plan and on protracted conflicts, which continue to undermine security in the OSCE region. These are areas where the OSCE's cross-dimensional approach can really add value. We are keen to work with you to ensure that OSCE activities complement, rather than duplicate, the work of UN Agencies and other organisations.

Mr President,

The OSCE's autonomous institutions and network of Field Operations can and do

make a significant contribution to the promotion of security, stability, democracy and the rule of law across the region. However, it is only able to do so when Member States stand up for the principles which guide it. This is the task of all of us on the Security Council. To stand up for those who suffer acts of aggression from their bigger neighbours. To stand up for the UN charter. To stand up for international law.

Thank you Mr President.

Speech: Call for the Need to Protect Women's Rights in Afghanistan

Thank you Madame President,

I would like to pay tribute to my Dutch colleagues for their tireless efforts to reach a consensus on this important resolution.

I would also like to thank all our briefers, and the Special Representative of the Secretary General, Ambassador Yamamoto, for his briefing and for his and his team's continued efforts in challenging circumstances.

Madame President,

I am delighted to share the chamber with so many women on International Women's Day. I am especially pleased that we are discussing Afghanistan today, as I had the privilege to spend several years in Afghanistan, working to support education for Afghan girls, and a future in Parliament for Afghan women. As Ms Safi and Dr. Sarabi have demonstrated in their briefings, and their own impressive work, women have a vital role to play in securing Afghanistan's future and we should all stand beside them.

Afghanistan cannot find a lasting peace with only half its population. The UN must maintain a strong role in promoting and protecting the rights of women across Afghanistan, and continue to support the Afghan Government to implement its National Action Plan for women, peace and security. Ensuring accountability and equal access to justice for all are essential to long-term peace and stability. We welcome the adoption of Afghanistan's revised penal code and the clarity it brings. We encourage the Government of Afghanistan to ensure its full implementation in line with the Law on the Elimination of Violence against Women which we hope will continue to be used to guarantee Afghan women the protection and accountability they deserve.

Madame President,

The United Nations Assistance Mission in Afghanistan is an essential mechanism to support Afghanistan's recovery from conflict. The continued

presence of UNAMA, and the resolve, resourcefulness and skill, with which its staff support the Afghan people, are a strong signal of the international community's commitment.

The United Kingdom welcomes the Secretary-General's decision to host a Ministerial Conference on Afghanistan in Geneva on the 28th of November.

Implementing the findings of the strategic review and the Secretary General's report of August 2017 will allow UNAMA to be as efficient as possible and to adapt as circumstances change. I am pleased to see that this is reflected in the resolution before us today and I hope it will send a strong signal to the Mission's hardworking personnel that we fully support them.

Madame President,

UNAMA's mandate to support peace and reconciliation in Afghanistan remains at the core of the mission. This will only be delivered sustainably through a credible, inclusive, Afghan-led and Afghan-owned political process, where all Afghan citizens, whatever their background, can resolve grievances through dialogue.

Of course, for peace to be sustainable it must be inclusive. The strong focus on the involvement of women in peace and security in this Mandate renewal is particularly welcome. With inclusiveness in mind, we highly commend the bold offer laid out by President Ghani, Chief Executive Abdullah and Afghanistan's National Unity Government at the recent Kabul Process for Peace and Security meeting. We welcome the credibility, flexibility and openness of this offer, which gives the Taliban the opportunity to be part of a political process towards peace. While the Council was not able to reflect these recent developments in the Mandate renewal, I hope that we will find another opportunity to endorse it and lend our full support to these Afghan-led efforts.

Finally, the UN must play a strong role in supporting free and fair elections. Elections, both this year and next, are an opportunity for the nation to communicate their aspirations to the political parties. These elections are a crucial point at which political trust can be renewed and stability forged. We commend the progress made by Afghanistan's Independent Electoral Commission towards electoral reform, and we encourage them to redouble their efforts to ensure that voter registration is completed according to an agreed timeline. We hope that UNAMA will support these efforts fully.

Madame President,

In conclusion, we fully support UNAMA and we welcome the renewal of its mandate today. As a Council, we have collectively endorsed the importance of inclusion, including of women, and of upholding and promoting human rights. We call on all parties to engage meaningfully in a political process to bring lasting peace and stability to the people of Afghanistan.

Thank you very much.