

Press release: Welsh workers on the lowest pay to benefit from over £30,000 of back pay

- More than 13,000 of the UK's lowest paid workers to receive back pay thanks to UK Government investigations
- Employers across the UK fined a record £1.9m for underpaying minimum wage rates

More than 13,000 of the UK's lowest paid workers will get around £2m in back pay as part of the government's scheme to name employers who have failed to pay National Minimum Wage and Living Wage.

The Department for Business, Energy and Industrial Strategy today (16 August 2017) published a list of 233 businesses that underpaid workers.

As well as paying back staff the money owed, employers on the list have been fined a record £1.9m by the government. Retail, hairdressing and hospitality businesses were among the most prolific offenders.

Since 2013, the scheme has identified £6m back pay for 40,000 workers, with 1,200 employers fined £4m.

Secretary of State for Wales Alun Cairns said:

While most employers get it right, it is simply not acceptable that some employers in Wales are failing to pay at least the minimum wage their workers are entitled to.

The UK Government is determined to make sure everybody in work receives a fair wage and to building an economy that works for all. April's increase in the national minimum and living wage rates is putting more money into the pockets of Wales' lowest paid workers than ever before.

Excuses for not paying employees what they are legally owed will not be tolerated.

Business Minister Margot James said:

It is against the law to pay workers less than legal minimum wage rates, short-changing ordinary working people and undercutting honest employers.

Today's naming round identifies a record £2m of back pay for workers and sends the clear message to employers that the

government will come down hard on those who break the law.

Common errors made by employers in this round included deducting money from pay packets to pay for uniforms, failure to account for overtime hours, and wrongly paying apprentice rates to workers.

Melissa Tatton, Director at HM Revenue and Customs said:

HMRC is committed to getting money back into the pockets of underpaid workers, and continues to crack down on employers who ignore the law.

Those not paying workers the National Minimum or Living Wage can expect to face the consequences.

The 17 employers in Wales named today are:

1. Mr William Gareth Griffiths & Mrs Llinos Griffiths trading as Gareth Griffiths, Ceredigion SY23, failed to pay £9,230.56 to 1 worker.
2. Miss Tracey Newnian trading as Tracey's Unisex Salon, Carmarthenshire SA31, failed to pay £3,879.67 to 1 worker.
3. Thai Lounge (Cardiff) Limited trading as Thai Lounge, Cardiff CF14, failed to pay £2,527.27 to 4 workers.
4. Bluestone Resorts Limited, Pembrokeshire SA67, failed to pay £2,378.98 to 2
5. Mr Paul Isaac and Mrs Hayley Isaac trading as Refit Design Shopfitters, Neath Port Talbot SA10, failed to pay £1,941.04 to 1 worker.
6. Burlesque Hair Company Limited, Newport NP20, failed to pay £1,672.58 to 3 workers.
7. Celtic Community Services Limited, Rhondda Cynon Taf CF72, failed to pay £1,521.44 to 5 workers.
8. Kingston City Properties Limited, Cardiff CF24, failed to pay £626.01 to 1 worker.
9. The Burrows Day Care Nursery (Porthcawl) Limited, Bridgend CF36, failed to pay £550.30 to 4 workers.
10. The Wild Swan Limited, Swansea SA1, failed to pay £380.71 to 4 workers.
11. Mr Talal Al-Arab and Mr Hani Hussain trading as Bella Pizza, Gwynedd LL55, failed to pay £377.25 to 1 worker.
12. Ms Mandy James trading as Prince of Wales Treorchy, Rhondda Cynon Taf CF42, failed to pay £254.34 to 1 worker.
13. M Camilleri & Sons Roofing Limited, Vale of Glamorgan CF64, failed to pay £1,150.68 to 11 workers.
14. Adeiladwyr Eryri Builders CYF, Gwynedd LL52, failed to pay £864 to 1 worker
15. Mr Dylan Rhys Roberts trading as D R Roberts Plumbing & Heating, Denbighshire LL15, failed to pay £735.58 to 1 worker.
16. Whistlestop Café (North Wales) Ltd trading as Whistlestop Café, Denbighshire LL18, failed to pay £433.68 to 1 worker.
17. Ruthin Castle Hotel Ltd, Denbighshire LL15, failed to pay £2,182.49 to 1

worker.

There are currently around 2,000 open cases which HMRC is investigating. Eligible employers will be named and shamed after their cases have been closed.

The government has committed £25.3m for minimum wage enforcement in 2017/18, as well as a £1.7m awareness campaign earlier this year.

David Metcalf, Director of Labour Market Enforcement, released his introductory report in July 2017, stating that he would be working with enforcement agencies to further crackdown on rogue employers.

For more information about your pay, or if you think you might be being underpaid, get advice and guidance [here](#)

1. This is the 12th round of government naming and shaming for employers who have failed to pay national minimum wage and living wage rates.
2. Employers have a duty to be aware of and comply with the different legal national minimum and living wage rates. If workers are concerned that they are not being paid the correct rates or if employers need more information about the legal requirements then they can seek advice from [Acas](#).
3. Any complaints that are raised with Acas, where they believe there is a NMW underpayment, will be referred to HMRC who will investigate.
4. HMRC follows up on every complaint received from Acas.
5. Around 2,000 cases are currently being worked on by HMRC and eligible employers will be named and shamed after their cases have been closed.
6. Sectors that featured prominently in this naming and shaming round were:
 - Hairdressing and other beauty treatment: around 60 employers, around £121,000 arrears for around 200 workers
 - Hospitality: around 50 employers, around £77,000 arrears for around 220 workers
 - Retail trade: around 20 employers, £1.5m arrears for around 12,200 workers
7. The current minimum wage rates are:
 - National Living Wage (25 years and over) – £7.50 per hour
 - adult rate of National Minimum Wage (21 to 24-year-olds) – £7.05 per hour
 - 18 to 20-year olds – £5.60 per hour
 - 16 to 17-year-olds – £4.05 per hour
 - apprentice rate – £3.50 per hour for apprentices under 19, or over 19 and in the first year of an apprenticeship.
8. The government is committed to ensuring all employers are compliant with minimum wage legislation and the effective enforcement of it:
 - the government will spend £25.3 million on minimum wage enforcement in 2017 to 2018, up from £20 million in 2016 to 2017
 - in November last year, labour market enforcement undertakings and orders came into force under the Immigration Act which can ultimately lead to criminal prosecutions and prison sentences of up to 2 years for employers who mistreat their workers, including national minimum wage violations

- Director of Labour Market Enforcement Sir David Metcalf publish his introductory report in July 2017, setting out the areas he will be focusing on in the coming months, including ensuring enforcement agencies are ready to use the new undertakings and orders to jail rogue employers
9. The revised BEIS scheme to name employers who break minimum wage law came into effect on 1 October 2013. The scheme is one of a range of tools at the government's disposal to tackle this issue. 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. In the most serious cases employers can be prosecuted.
 10. From 1 October 2013, the government revised the naming scheme to make it simpler to name and shame employers who break the law;
 11. 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 233 cases named today (16 August 2017) failed to pay the correct national minimum or living wage rates and owed arrears of more than £100.
 12. 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
 13. If BEIS does not receive any representations or the representations received are unsuccessful, the employer will be named via a BEIS press release under this scheme.
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Speech: "We all recognise the important work that UNMIK has done"

over many years for the benefit of Kosovo. But it's time for the Mission to shrink, not grow"

Thank you Mr President and thank you Special Representative Tanin for your briefing. I also want to welcome Ambassador Citaku and Foreign Minister Dacic back to the Council.

Mr President, today, like others, I'll be adhering to the guidance in the Council note 507, which encourages Council members and non-Council members to deliver their statements in five minutes or less.

Mr President, it has been three months since the Council last met to discuss the situation in Kosovo. As the Secretary-General's report makes clear, it has been a comparatively quiet period in Kosovo.

In June, we saw the successful holding of free and fair elections in Kosovo. While the European Union's Election Observers noted some voter intimidation and violence in Kosovan Serb parts of the country, we're pleased that the vast majority of Kosovans were able to carry out their democratic duty peacefully.

We now look to all parties in Kosovo to take the next vital steps and form a government swiftly. The people have spoken; they now expect a government to get on with the business of governing, getting institutions up and running, and getting the country back on the path to European integration.

Crucially, Mr President, this means getting back to implementing the EU-facilitated dialogue. Progress in the dialogue is absolutely vital for both Kosovo and Serbia. It is the only path to normalisation of relations between these two independent countries. The lines on the map are set; they are fixed. They will not be changed. We shouldn't be distracted by the quarterly angry and overly lengthy exchanges between Serbia and Kosovo in this Chamber. All that matters are the constructive exchanges in Brussels, like those between Presidents Vucic and Thaci only last month.

Progress on dialogue commitments will also be vital if Kosovo is to continue to improve its standing with international organisations. We will support Kosovo in its efforts to do so. While we welcome UNMIK's facilitating role between the Kosovo authorities and Interpol, we look forward to Kosovo's own independent membership of Interpol, so that Pristina can respond directly to requests from partners and so that we can together tackle the challenges posed by international crime.

Mr President, the other notable development since we last met was the agreement of the UN's peacekeeping budget. It seems extraordinary that at a time when \$600 million were found in savings from the peacekeeping budget that UNMIK's budget should find itself increasing, not decreasing.

What message does that send to the world about the priorities of this Council? What message does it send that Kosovo got additional money for solar panels at a time when this Council was able to find savings in our missions to Darfur, to South Sudan and to so many other places?

This increase in funding is particularly hard to fathom given how peaceful and stable Kosovo has become. As the Secretary-General's report makes clear, there have been comparatively few challenges to security in Kosovo in the past few months. This is something the recent report of KFOR also makes clear, noting that the trend in Kosovo is incrementally positive.

Mr President, we all recognise the important work that UNMIK has done over many years for the benefit of Kosovo. But it's time for the Mission to shrink, not grow. As such, we're disappointed that the budget of UNMIK has increased this year, particularly after numerous calls in the past three sessions for a downscaling of the Mission.

Let me close by echoing the comments made by the representative of Japan and by reiterating the UK's long standing position that it is past time for this Council to meet less frequently on this issue. The number of issues on our agenda only continues to grow; we must focus our time as a Council and attention on genuine threats to international peace and security. All of us in this room should be thankful that the situation in Kosovo no longer falls into this category.

Thank you.

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www.gov.uk/checkyourpay

The 233 employers named today are:

1. Argos Limited, Milton Keynes MK9, failed to pay £1,461,881.78 to 12,176 workers.
2. Pearson Anderson Limited, Leicester LE1, failed to pay £49,800.41 to 169 workers.
3. Fusion Hairdesign Ltd, Harrow HA3, failed to pay £24,352.90 to 6 workers.
4. Nunthorpe Nurseries Group Ltd, Redcar and Cleveland TS7, failed to pay £22,831.38 to 118 workers.
5. Vong's Welcome Limited trading as Vong's Hot Food Bar, Armagh City, Banbridge and Craigavon BT32, failed to pay £18,575.34 to 1 worker.
6. Maughan Microcomputers Limited trading as Console Doctor, Newcastle upon Tyne NE6, failed to pay £15,010.89 to 3 workers.
7. Islington Accommodation Services Limited, Blackburn with Darwen BB2, failed to pay £14,447.82 to 1 worker.
8. Mr Mohammed Yunas Chughtai, Mrs Azmat Ara Chughtai and Mr Aftab Chughtai trading as Aftabs, Birmingham B8, failed to pay £14,142.26 to 1 worker.
9. Rudan Limited trading as Hershesons, Westminster W1S, failed to pay £14,141.06 to 7 workers.

10. Mr Anthony Kenvig trading as Kenvig's Hair Marriott, Preston PR3, failed to pay £9,698.04 to 2 workers.
11. Mr William Gareth Griffiths & Mrs Llinos Griffiths trading as Gareth Griffiths, Ceredigion SY23, failed to pay £9,230.56 to 1 worker.
12. Geoff Chapman trading as North Cowton Service Station, Richmondshire DL7, failed to pay £8,229.11 to 3 workers.
13. Miss Mackenzie Sanders trading as Filo Horses, Swindon SN4, failed to pay £8,204.07 to 3 workers.
14. Miss Reena Parmar trading as Antony Luka Hairdressing, Birmingham B42, failed to pay £7,353.22 to 1 worker.
15. Nightingales of Kidderminster Limited, Wyre Forest DY10, failed to pay £6,895.75 to 9 workers.
16. Wynyard Hall Limited trading as Wynyard Hall, Stockton-on-Tees TS22, failed to pay £6,040.05 to 3 workers.
17. Mrs Dorothy Bello trading as Rising Stars Daycare & Shining Stars Kids Club, Newham E16, failed to pay £5,515.06 to 4 workers.
18. Bull Construction Limited, Wiltshire SN8, failed to pay £4,998.79 to 1 worker.
19. The Fish and Chip Ship Limited trading as McMonagles, West Dunbartonshire G81, failed to pay £4,900.15 to 9 workers.
20. DSL Accident Repair Ltd, City of Edinburgh EH14, failed to pay £4,896.43 to 3 workers.
21. Shores Homecare Limited, East Riding of Yorkshire HU19, failed to pay £4,840.31 to 6 workers.
22. Deborah Marsh and Kathryn Johnston trading as FX Hair & Beauty, Broxbourne EN8, failed to pay £4,790.72 to 1 worker.
23. Bass Electrical Limited, West Lindsey LN3, failed to pay £4,717.05 to 1 worker.
24. Airport Placements Limited, Solihull B26, failed to pay £4,557.43 to 50 workers.
25. Rainbow Room (Clarkston) Limited (name changed to JPT0 Ltd), East Renfrewshire G76, failed to pay £4,532.94 to 21 workers.
26. Eaglescliffe Gas Limited, Stockton-on-Tees TS16, failed to pay £4,492.03 to 1 worker.
27. Idlewild Hairdressing Ltd, West Oxfordshire OX28, failed to pay £4,491.02 to 2 workers.
28. Emma's Angels Day Nursery Limited, Leeds LS19, failed to pay £4,178.89 to 5 workers.
29. Francis John Hairdressing Ltd trading as Francis John Hairdressing, South Ayrshire KA7, failed to pay £4,129.40 to 2 workers.
30. Elite Hair & Beauty (North East) Limited trading as Elite Evolution, County Durham DL14, failed to pay £4,053.20 to 5 workers.
31. Mr Mukesh Patela and Mrs Bhavna Patel trading as Eaton Lodge Care Home, Thanet CT8, failed to pay £4,026.44 to 5 workers.
32. King's Summer Homes Limited, North Norfolk NR27, failed to pay £3,974.94 to 1 worker.
33. Smiles Montessori Preschool (Bush Fair) Limited, Harlow CM18, failed to pay £3,904.90 to 3 workers.
34. Miss Tracey Newnham trading as Tracey's Unisex Salon, Carmarthenshire SA31, failed to pay £3,879.67 to 1 worker.
35. Field & Rural Life Ltd, Purbeck BH16, failed to pay £3,606.09 to 2

workers.

36. Knaptoft Hall Farm Limited, Harborough LE17, failed to pay £3,525.97 to 1 worker.
37. Braehead Foods Limited, East Ayrshire KA2, failed to pay £3,434.39 to 28 workers.
38. Small Wonders Day Care Nursery (Thatto Heath) Ltd, St. Helens WA10, failed to pay £3,372.65 to 11 workers.
39. Wych Elm Car Wash Ltd, Harlow CM20, failed to pay £3,293.24 to 5 workers.
40. Edmondsons (Freightliners) Ltd, Lancaster LA3, failed to pay £3,250.07 to 28 workers.
41. Codsall H I Ltd trading as South Staffs Windows, Wolverhampton WV1, failed to pay £3,244.72 to 3 workers.
42. Solarcrown (UK) Ltd (name changed to SCUUKL 2016 Limited) trading as Solarking (when Solarcrown (UK) Ltd), St. Helens WA11, failed to pay £3,227.28 to 7 workers.
43. Hi 5's Limited, Leeds LS27, failed to pay £3,062.93 to 5 workers.
44. Prestige Accident Repairs Limited, South Hams TQ9, failed to pay £2,977.90 to 1 worker.
45. Sharps Media Group Ltd, Barrow-in-Furness LA14, failed to pay £2,946.21 to 2 workers.
46. The Unstuffy Hotel Co Limited (Previous owner), South Lakeland LA23, failed to pay £2,877.20 to 3 workers.
47. Roundabout Out of School Care Limited, Stoke-on-Trent ST2, failed to pay £2,676.09 to 1 worker.
48. Hamilton Reese Limited, Manchester M12, failed to pay £2,648.88 to 7 workers.
49. Als Signs Commercials Ltd, Wychavon WR12, failed to pay £2,619.35 to 1 worker.
50. Thai Lounge (Cardiff) Limited trading as Thai Lounge, Cardiff CF14, failed to pay £2,527.27 to 4 workers.
51. Qassa Limited, Medway ME7, failed to pay £2,506.51 to 2 workers.
52. Mr Mandeep Singh trading as Poseidon Fish Bar, Leicester LE2, failed to pay £2,479.36 to 3 workers.
53. Banny's Limited, Pendle BB8, failed to pay £2,418.48 to 47 workers.
54. Bluestone Resorts Limited, Pembrokeshire SA67, failed to pay £2,378.98 to 2 workers.
55. Crown Pianos Limited, Newark and Sherwood NG21, failed to pay £2,328.28 to 1 worker.
56. Rockcliffe Hall Limited trading as Rockcliffe Hall, Darlington DL2, failed to pay £2,278.26 to 3 workers.
57. The Breakfast Junction Limited, Warwick CV35, failed to pay £2,278 to 1 worker.
58. Ruthin Castle Hotel Ltd, Denbighshire LL15, failed to pay £2,182.49 to 1 worker.
59. NR Care Ltd, Norwich NR1, failed to pay £2,159.88 to 5 workers.
60. Mrs Samantha Barber and Mrs Emma Owen trading as Laugh and Learn Day Nursery, Kirkclee WF16, failed to pay £2,154.68 to 2 workers.
61. Sean Hanna Ltd, Merton SW19, failed to pay £2,154.56 to 20 workers.
62. Mint (Nails & Beauty) Limited, Wakefield WF1, failed to pay £2,064.29 to 15 workers.

63. Nomi Enterprises Limited, North Ayrshire KA12, failed to pay £2,047.16 to 2 workers.
64. In-Portofino Ltd trading as Portofino, Fylde FY8, failed to pay £1,976.15 to 6 workers.
65. Mr Paul Isaac and Mrs Hayley Isaac trading as Refit Design Shopfitters, Neath Port Talbot SA10, failed to pay £1,941.04 to 1 worker.
66. Mr Gerald Anthony Roche trading as Agents Green, Ealing W3 0, failed to pay £1,924.23 to 1 worker.
67. Mr William Holleran and Mr Iain Holleran trading as Wm Holleran & Sons, Falkirk FK2, failed to pay £1,908.22 to 2 workers.
68. Costa Construction Limited, Leicester LE4, failed to pay £1,895.65 to 6 workers.
69. Mrs Joan Greenan trading as Shape 'N' Style, Newry, Mourne and Down BT34, failed to pay £1,886.71 to 2 workers.
70. Primley Park Children's Nurseries Limited, Leeds LS17, failed to pay £1,859.58 to 4 workers.
71. Pires Restaurant Limited trading as The Butchers Arms (Previous owner), Stratford-on-Avon CV47, failed to pay £1,794.16 to 1 worker.
72. P.C. Coaches of Lincoln Limited, Lincoln LN3, failed to pay £1,773.55 to 1 worker.
73. Careys Manor Hotel (Brockenhurst) Limited trading as Careys Manor Hotel, New Forest S042, failed to pay £1,706.13 to 4 workers.
74. Julie Jane Ltd trading as Boiler Servicing 24/7, Bracknell Forest SL5, failed to pay £1,703.63 to 1 worker.
75. Mr Joseph McCaughley and Mrs Martina McCaughley trading as Head Office Salon, Newry, Mourne and Down BT24, failed to pay £1,702.30 to 3 workers.
76. Mr Mark Robinson trading as Soul Hairdressing, Belfast BT5, failed to pay £1,699.67 to 4 workers.
77. Burlesque Hair Company Limited, Newport NP20, failed to pay £1,672.58 to 3 workers.
78. L.C.S. Building Services Ltd, Tameside SK15, failed to pay £1,575.71 to 2 workers.
79. James Hughes Hair Ltd, Glasgow City G4, failed to pay £1,567.94 to 2 workers.
80. Celtic Community Services Limited, Rhondda Cynon Taf CF72, failed to pay £1,521.44 to 5 workers.
81. John Oliver (Norwich) Ltd trading as John Olivers, Norwich NR1, failed to pay £1,490.77 to 5 workers.
82. Katie Stevenson trading as The Kilmarnock Hair Company, East Ayrshire KA1, failed to pay £1,479.03 to 1 worker.
83. Stephen Rodgers trading as The Kilmarnock Hair Company, East Ayrshire KA1, failed to pay £1,420.68 to 1 worker.
84. Spread Eagle Hotel (Midhurst) Limited (The), Chichester GU29, failed to pay £1,406.83 to 2 workers.
85. Mrs Claire Elsie Carter trading as The Hartnoll Hotel, Mid Devon EX16, failed to pay £1,402.31 to 1 worker.
86. Model Me Salons LLP, Sefton PR8, failed to pay £1,367.56 to 7 workers.
87. Mr Sejdi Laci trading as Laci's Hand Car Wash, Harlow CM18, failed to pay £1,346 to 3 workers.
88. Mr Keith Pollock and Mrs Aaltjemary Pollock trading as Mosko

- Hairdressing (Previous owner), North Lanarkshire ML2, failed to pay £1,335.63 to 8 workers.
89. Mr Gary Graham trading as Seaburn Plasterers, South Tyneside SR6, failed to pay £1,314.40 to 1 worker.
 90. Ambrozja Ltd, Bradford BD1, failed to pay £1,303.71 to 2 workers.
 91. Emma R (UK) Ltd trading as Beauty by Emma, North Somerset BS23, failed to pay £1,276.35 to 1 worker.
 92. Mr Derek Mitchelson and Mrs Jacqueline Mitchelson trading as Hair Oasis, North Lanarkshire G67, failed to pay £1,216.93 to 1 worker.
 93. SS Pubco Ltd trading as The Freemason's Arms, Ribble Valley BB7, failed to pay £1,166.85 to 2 workers.
 94. M Camilleri & Sons Roofing Limited, Vale of Glamorgan CF64, failed to pay £1,150.68 to 11 workers.
 95. M & M Garages Ltd, Middlesbrough TS2, failed to pay £1,141.89 to 1 worker.
 96. Core Accounts Limited, St Albans AL3, failed to pay £1,117 to 2 workers.
 97. Woodbury Park Hotel & Golf Club Limited (Previous owner) trading as Woodbury Park, East Devon EX5, failed to pay £1,109.71 to 2 workers.
 98. Drift Bridge Garage Limited, Reigate and Banstead KT17, failed to pay £1,089 to 1 worker.
 99. Mr John Dickson trading as Darling's Hair Salon, Antrim and Newtownabbey BT37, failed to pay £1,051.96 to 1 worker.
 100. Diamond Valeting Centre & Car Wash Ltd, Renfrewshire PA1, failed to pay £1,045.20 to 2 workers.
 101. Mr Abid Akram, Mr Mohammad Kamran Akram, Mrs Zarqa Haq, Mrs Kiran Kamran & Mr Khalid Mehmood trading as Raja Brothers, Oldham OL1, failed to pay £1,037.01 to 2 workers.
 102. Tudor Manor Day Nursery Limited, Northampton NN5, failed to pay £1,029.30 to 1 worker.
 103. Fresh Lifestyle Limited, Lewisham SE3, failed to pay £1,019.61 to 2 workers.
 104. Helping Hands Cleaning (Lancashire) Limited, South Ribble BB2, failed to pay £1,014.08 to 1 worker.
 105. Cashnext Limited trading as The Crazy House, Liverpool L1 4, failed to pay £1,012.29 to 2 workers.
 106. Firlawn Nursing Home Limited, Wiltshire BA14, failed to pay £1,010.08 to 3 workers.
 107. Miss Helen Lee trading as His & Hers Hair Salon, Redditch B97, failed to pay £1,008.60 to 2 workers.
 108. Burns Hair Fashions Limited trading as BHF Hairdressing Group, Elmbridge KT13, failed to pay £994 to 1 worker.
 109. Bovey Castle Hotel Limited, Teignbridge TQ13, failed to pay £961.15 to 26 workers.
 110. Mrs Leigh Glendinning and Miss Sasha Glendinning trading as Quaint & Quirky Tea Rooms, Stockton-on-Tees TS18, failed to pay £946.90 to 1 worker.
 111. Christopher Bartholomew Till trading as Hub Hairdressing, Brentwood CM14, failed to pay £916.69 to 1 worker.
 112. Joseph Furniture Ltd, Kirklees HD2, failed to pay £908 to 1 worker.
 113. UK Advanced Medical Ltd, Kirklees WF13, failed to pay £896.39 to 1 worker.

114. Hampton Dean Construction Limited, Cheshire East CW12, failed to pay £893.04 to 1 worker.
115. Les Enfants Private Day Nurseries Ltd, Kirklees HD5, failed to pay £874.78 to 5 workers.
116. Adeiladwyr Eryri Builders CYF, Gwynedd LL52, failed to pay £864 to 1 worker.
117. CKML Limited, Northumberland NE24, failed to pay £851.46 to 2 workers.
118. Jazan Ltd, South Gloucestershire BS15, failed to pay £812.92 to 1 worker.
119. Penrhyn Inns Limited trading as The White Hart, Oldham OL4, failed to pay £807.70 to 1 worker.
120. Sweet Peas Day Care & Teaching Nurseries Limited, Leeds LS25, failed to pay £803.98 to 10 workers.
121. Mr Bharat Savjani and Mr Vikesh Savjani trading as Sussex Service Station, Birmingham B12, failed to pay £803.78 to 1 worker.
122. Alaxia Limited trading as Caterina 55, City of London EC2Y, failed to pay £800.65 to 1 worker.
123. Donnelly Bros. (Belfast) Limited, Antrim and Newtownabbey BT36, failed to pay £771.34 to 4 workers.
124. CDE Global Limited, Mid Ulster BT80, failed to pay £768.91 to 1 worker.
125. Stylewise (UK) Limited, Manchester M12, failed to pay £768.68 to 1 worker.
126. Polebank Care Home Ltd, Tameside SK14, failed to pay £744.65 to 7 workers.
127. Sessions Spa Ltd, East Riding of Yorkshire HU17, failed to pay £739.50 to 6 workers.
128. Mr Dylan Rhys Roberts trading as D R Roberts Plumbing & Heating, Denbighshire LL15, failed to pay £735.58 to 1 worker.
129. Cookies and Cream Essex Ltd, Redbridge IG6, failed to pay £733.03 to 3 workers.
130. Snip-Its Limited, North East Lincolnshire DN35, failed to pay £732.35 to 1 worker.
131. New Images (GB) Limited, North Warwickshire CV9, failed to pay £724.97 to 4 workers.
132. K E Express Limited, South Derbyshire DE11, failed to pay £669.12 to 2 workers.
133. L & K Group PLC, South Lakeland LA7, failed to pay £667.95 to 1 worker.
134. Excel Hair Studio (2010) Ltd, Wigan WN5, failed to pay £667.17 to 3 workers.
135. The Nose Ltd trading as Pointing Dog, Sheffield S17, failed to pay £647.75 to 1 worker.
136. Mrs Colette Giles trading as Enhance Beauty Clinic, Sutton SM5, failed to pay £646.45 to 1 worker.
137. Kingston City Properties Limited, Cardiff CF24, failed to pay £626.01 to 1 worker.
138. Stratford Upon Avon (T) Hairdressing Limited, Stratford-on-Avon CV37, failed to pay £614.12 to 1 worker.
139. Chiltern Hills London Limited, Westminster W1K, failed to pay £611 to 1 worker.
140. Mrs Stacey Wynn trading as Julian Smith Hair and Beauty Salon, Wakefield WF8, failed to pay £604.19 to 2 workers.

141. Roadside Motors (Lurgan) Limited, Armagh City, Banbridge and Craigavon BT66, failed to pay £601.41 to 1 worker.
142. Big Tree Joinery Ltd, Lisburn and Castlereagh BT27, failed to pay £581.25 to 2 workers.
143. Chinite Resourcing Limited, Barking and Dagenham RM10, failed to pay £569.84 to 1 worker.
144. The Burrows Day Care Nursery (Porthcawl) Limited, Bridgend CF36, failed to pay £550.30 to 4 workers.
145. TLC Hair and Beauty Limited, Bury BL8, failed to pay £533.51 to 2 workers.
146. Belfast Activity Centre, Belfast BT9, failed to pay £531.68 to 1 worker.
147. Automatic Process Limited trading as Safe 'n' Sound Nursery & Kindergarten, Wakefield WF7, failed to pay £522.54 to 2 workers.
148. Mr Mark Bailey and Mr David Nicholson trading as Bailey Nicholson Grayson Solicitors, Redbridge IG8, failed to pay £491.61 to 1 worker.
149. Focus Care Link Limited, Camden NW1, failed to pay £490.09 to 1 worker.
150. Skills Direct Ltd, Wiltshire BA14, failed to pay £489.91 to 2 workers.
151. Gifted Hairdressing Ltd, Newry, Mourne and Down BT35, failed to pay £482.37 to 1 worker.
152. Amber Doran trading as Lipstick, Powder and Polish, Liverpool L25, failed to pay £477.66 to 1 worker.
153. Harvey Luke Limited, Derby DE21, failed to pay £473.69 to 3 workers.
154. Savi Hairdressing Limited, Peterborough PE2, failed to pay £473.49 to 1 worker.
155. Umberto Giannini Hair Cosmetics Limited, Birmingham B18, failed to pay £469.92 to 5 workers.
156. Mr Anton Johnson and Mrs Lesley Hudson-Nunn trading as Johnsons Hairdressing, Warrington WA1, failed to pay £460.93 to 4 workers.
157. Mr Jorge Ramos trading as JR's Pet Shop, Wirral CH46, failed to pay £458.84 to 1 worker.
158. Nationwide Solution Limited trading as Nationwide Solutions, Bolton BL1, failed to pay £454.33 to 1 worker.
159. United Links Community Innitiative Limited, Birmingham B33, failed to pay £452.25 to 1 worker.
160. Playmates Private Day Nursery Limited, Hartlepool TS26, failed to pay £450.67 to 4 workers.
161. Whistlestop Café (North Wales) Ltd trading as Whistlestop Café, Denbighshire LL18, failed to pay £433.68 to 1 worker.
162. One Small Step Day Nursery Limited, Wakefield WF4, failed to pay £426.29 to 4 workers.
163. Cozy Pubs Limited trading as The Eight Bells, Uttlesford CB10, failed to pay £425.26 to 1 worker.
164. P. Griffiths Foods Limited trading as McDonald's, Wirral CH62, failed to pay £420.16 to 41 workers.
165. South Hetton Garage Ltd, County Durham DH6, failed to pay £417.99 to 1 worker.
166. Mrs Monica A M Faria trading as West One Hair & Beauty, Swindon SN1, failed to pay £413.68 to 1 worker.
167. The Wendy House (Wirral) Ltd, Wirral CH44, failed to pay £404.38 to 1 worker.
168. Silverdale Care Services Limited, West Berkshire RG14, failed to pay

- £398.76 to 1 worker.
169. Mr Christopher Whyte and Mrs Felicity Whyte trading as Beechfield House Hotel, Wiltshire SN12, failed to pay £397.17 to 10 workers.
 170. JMW Farms Ltd, Armagh City, Banbridge and Craigavon BT60, failed to pay £392.98 to 1 worker.
 171. Quality Save Limited, Salford M27, failed to pay £391.10 to 1 worker.
 172. Leslie Frances (Hair Fashions) Limited, Barnsley S70, failed to pay £387.39 to 7 workers.
 173. The Wild Swan Limited, Swansea SA1, failed to pay £380.71 to 4 workers.
 174. Mr Talal Al-Arab and Mr Hani Hussain trading as Bella Pizza, Gwynedd LL55, failed to pay £377.25 to 1 worker.
 175. David Harvey Limited, Newcastle upon Tyne NE1, failed to pay £351.12 to 1 worker.
 176. Kingsthorpe Upper Crust Catering Services Limited, Northampton NN1, failed to pay £347.21 to 3 workers.
 177. Environmental Business Products Limited, Ealing NW10, failed to pay £346.79 to 1 worker.
 178. HG Marantos Ltd trading as Maranto's Pizza & Grill House, Sheffield S12, failed to pay £345.60 to 1 worker.
 179. Selena Pang Limited trading as The Curious Comb, Greenwich SE10, failed to pay £343.22 to 1 worker.
 180. Mrs Sylvia Moffat trading as Sam's Hairdressing, Midlothian EH22, failed to pay £343 to 1 worker.
 181. AL. Murad D.I.Y. Limited trading as Al-Murad Tiles, Leeds LS27, failed to pay £338.91 to 1 worker.
 182. Unicorn Trading & Services Ltd trading as View, Plymouth PL1, failed to pay £318.82 to 1 worker.
 183. Ms Kelly Miller trading as Kiddyclub, Cheshire East SK9, failed to pay £317.93 to 4 workers.
 184. Scallywags Child's Play Limited, Hartlepool TS25, failed to pay £315.12 to 2 workers.
 185. William Armour and Matthew Armour W & J Armour trading as Milton Farm, Dumfries and Galloway DG10, failed to pay £308.57 to 1 worker.
 186. Sizzler Touch Limited trading as Pepe's Piri Piri, Hounslow TW3, failed to pay £306 to 1 worker.
 187. Siam House Limited, Cherwell OX16, failed to pay £302.69 to 2 workers.
 188. Mr Euan Morrison trading as The Harbour Barbers, Inverclyde PA15, failed to pay £300 to 1 worker.
 189. Chester Clock Tailors Limited, Cheshire West and Chester CH1, failed to pay £294.45 to 1 worker.
 190. Mr Adrian Simpson trading as Mayfields, Nottingham NG8, failed to pay £283.45 to 1 worker.
 191. Craymere Limited trading as Topknot, Nottingham NG2, failed to pay £280.41 to 1 worker.
 192. Bela Luna Ltd, Slough SL2, failed to pay £279.68 to 3 workers.
 193. Royton Cash 4 Rags Limited, Oldham OL2, failed to pay £278.34 to 1 worker.
 194. Jayasuriya Ltd trading as Medway Park Veterinary Centre, Medway ME7, failed to pay £268.57 to 1 worker.
 195. Il Forno Limited, Liverpool L1, failed to pay £261.83 to 1 worker.
 196. Yorkshire Grown Produce Limited, East Riding of Yorkshire HU15, failed

- to pay £257.64 to 2 workers.
197. Ms Mandy James trading as Prince of Wales Treorchy, Rhondda Cynon Taf CF42, failed to pay £254.34 to 1 worker.
 198. Pomfret Woodland Community Nursery CIC, Wakefield WF8, failed to pay £253.68 to 1 worker.
 199. The Fish Shop EN Limited trading as Fish Dish, Suffolk Coastal IP11, failed to pay £249.98 to 1 worker.
 200. Mr Clive Hubert Francis trading as Wavelength, Rushmoor GU14, failed to pay £245.91 to 3 workers.
 201. Omni Facilities Management Limited, Hammersmith and Fulham W6, failed to pay £242.34 to 1 worker.
 202. Breckland Care at Home Community Interest Company, Breckland NR20, failed to pay £240.60 to 1 worker.
 203. Urban Development Projects Ltd, Leeds LS9, failed to pay £237.64 to 2 workers.
 204. Haircut 100 Limited trading as Hot Heads, Eastleigh S053, failed to pay £237.64 to 1 worker.
 205. Ms Sally Prescott trading as Milcot Stables, East Riding of Yorkshire HU17, failed to pay £233.35 to 1 worker.
 206. Lawyer Finder National Limited, Ealing W5 3, failed to pay £217.75 to 1 worker.
 207. The Krop Shop Limited, Falkirk FK4, failed to pay £208.68 to 2 workers.
 208. Mamas Masala Limited trading as Mamas Masala Kitchen, Derby DE21, failed to pay £207.91 to 4 workers.
 209. Peterborough Heating Solutions Ltd, Fenland PE7, failed to pay £205.70 to 1 worker.
 210. Mr George Thomas Fuller and Mrs Heather Fuller trading as Fullers Bakery, East Riding of Yorkshire DN14, failed to pay £196.61 to 10 workers.
 211. Mrs Jane Wood trading as Addition Childcare, Wiltshire SN5, failed to pay £190.15 to 1 worker.
 212. Myriam Rogerson trading as Beauty Plus By Myriam, South Gloucestershire BS36, failed to pay £180 to 1 worker.
 213. Amber U.P.V.C. Fabrications Limited, North Warwickshire B46, failed to pay £176.23 to 1 worker.
 214. Yorkcloud Limited trading as Lakeside Hotel & Spa, South Lakeland LA12, failed to pay £171 to 5 workers.
 215. S.S.C Marketing Limited trading as Capital Events Marketing, Islington N1, failed to pay £170.80 to 1 worker.
 216. J W Rose (Bakers) Limited trading as Roses The Bakers, Sheffield S4, failed to pay £167.32 to 2 workers.
 217. Ms Susan Pamela Holton and Mr Neil Barry Tucker trading as Welcome Home Domiciliary, Swale ME12, failed to pay £167.10 to 1 worker.
 218. Mr Glenn Dobson and Mrs Debra Dobson trading as The Beach, Leeds LS26, failed to pay £157.89 to 4 workers.
 219. Trevor Sorbie Brighton Limited, Brighton and Hove BN1, failed to pay £156.16 to 3 workers.
 220. The Cutting Room (Scotland) Limited trading as The Cutting Room, Perth and Kinross PH2, failed to pay £148.49 to 2 workers.
 221. Premium Halal Meat Poultry Limited, Birmingham B5, failed to pay £140 to 1 worker.

222. Washbrook Farm Limited, South Northamptonshire NN11, failed to pay £135.65 to 1 worker.
223. Savile Town Muslim Parents Association trading as Madni Muslim Girls School, Kirklees WF12, failed to pay £134 to 1 worker.
224. Contract Joinery (Lancashire) Ltd, Wyre FY6, failed to pay £132.02 to 1 worker.
225. Viva Corporate Catering Limited, Birmingham B1, failed to pay £127.91 to 3 workers.
226. Mrs Zahra Lavasani trading as Piccolo Pizza, Hambleton YO7, failed to pay £123.40 to 1 worker.
227. Nightingales Golden Care Limited, Portsmouth PO6, failed to pay £111.98 to 1 worker.
228. Hugo 1940 Limited trading as Victor Hugo Delicatessen (Previous owner), City of Edinburgh EH9, failed to pay £109.46 to 1 worker.
229. Beechvale Nursing Home Limited, Ards and North Down BT23, failed to pay £108.70 to 3 workers.
230. Mrs Melanie Humphries trading as IMIJ Hair & Beauty Salon, Mansfield NG18, failed to pay £108 to 2 workers.
231. UK Safety Management Ltd, Leeds LS15, failed to pay £104.40 to 1 worker.
232. Millennium Hotels (West London) Management Limited, Hammersmith and Fulham SW10, failed to pay £102.94 to 1 worker.
233. Mr Dilwar Singh trading as Golden Fry, County Durham DH9, failed to pay £101.35 to 1 worker.

MS Excel Spreadsheet, 38.3KB

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There are currently around 2,000 open cases which HMRC is investigating. Eligible employers will be named and shamed after their cases have been closed.

The government has committed £25.3 million for minimum wage enforcement in 2017 to 2018, as well as a £1.7 million awareness campaign earlier this year.

David Metcalf, Director of Labour Market Enforcement, released his [introductory report](#) in July 2017, stating that he would be working with enforcement agencies to further crackdown on rogue employers.

Notes to editors

1. This is the 12th round of government naming and shaming for employers

who have failed to pay national minimum wage and living wage rates.

2. Employers have a duty to be aware of and comply with the different legal national minimum and living wage rates. If workers are concerned that they are not being paid the correct rates or if employers need more information about the legal requirements then they can seek advice from [Acas](#).
3. Any complaints that are raised with Acas, where they believe there is a NMW underpayment, will be referred to HMRC who will investigate.
4. HMRC follows up on every complaint received from Acas.
5. Around 2,000 cases are currently being worked on by HMRC and eligible employers will be named and shamed after their cases have been closed.
6. Sectors that featured prominently in this naming and shaming round were:
 - Hairdressing and other beauty treatment: around 60 employers, around £121,000 arrears for around 200 workers
 - Hospitality: around 50 employers, around £77,000 arrears for around 220 workers
 - Retail trade: around 20 employers, £1.5m arrears for around 12,200 workers
7. The current minimum wage rates are:
 - National Living Wage (25 years and over) – £7.50 per hour
 - adult rate of National Minimum Wage (21 to 24-year-olds) – £7.05 per hour
 - 18 to 20-year olds – £5.60 per hour
 - 16 to 17-year-olds – £4.05 per hour
 - apprentice rate – £3.50 per hour for apprentices under 19, or over 19 and in the first year of an apprenticeship.
8. The government is committed to ensuring all employers are compliant with minimum wage legislation and the effective enforcement of it:
 - the government will spend £25.3 million on minimum wage enforcement in 2017 to 2018, up from £20 million in 2016 to 2017
 - in November last year, labour market enforcement undertakings and orders came into force under the Immigration Act which can ultimately lead to criminal prosecutions and prison sentences of up to 2 years for employers who mistreat their workers, including national minimum wage violations
 - Director of Labour Market Enforcement Sir David Metcalf publish his introductory report in July 2017, setting out the areas he will be focusing on in the coming months, including ensuring enforcement agencies are ready to use the new undertakings and orders to jail rogue employers
9. The revised BEIS scheme to name employers who break minimum wage law came into effect on 1 October 2013. The scheme is one of a range of tools at the government's disposal to tackle this issue. 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. In the most serious cases employers can be prosecuted.
10. From 1 October 2013, the government revised the naming scheme to make it

simpler to name and shame employers who break the law;

11. 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 233 cases named today (16 August 2017) failed to pay the correct national minimum or living wage rates and owed arrears of more than £100.
12. 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
13. If BEIS does not receive any representations or the representations received are unsuccessful, the employer will be named via a BEIS press release under this scheme.

[News story: August labour market statistics](#)

Responding to today's labour market statistics, published by the Office for National Statistics, Scottish Secretary David Mundell said:

"It is good news that Scotland's employment has reached a record high. Unemployment is at a near historic low, at 3.9 per cent, which is a trend I hope to see continue. The UK Government will continue to work to strengthen Scotland's economy, and I encourage the Scottish Government to continue to use their economic levers to increase Scotland's prosperity."

- Employment in Scotland increased by 30,000 over the quarter, and increased by 22,000 over the year to stand at 2,650,000.
- The Scottish employment rate increased over the quarter to stand at 75.2 per cent. The rate is now at a record high and is above the UK average of 75.1 per cent.
- Unemployment in Scotland fell by 12,000 over the quarter and is down 34,000 over the year. The level now stands at 107,000.

- At 3.9 per cent, the Scottish unemployment rate is below that for the UK as a whole.
 - Economic Activity increased by 18,000 over the quarter and now stands at 2,757,000. The Economic Activity rate increased over the quarter to stand at 78.2 per cent.
 - In July 2017, the number of people out of work and claiming out-of-work benefit – Jobseeker’s Allowance (JSA) and Universal Credit (UC) – was 81,500, down 100 over the month. The claimant count level is now 3,900 higher compared to one year ago.
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[News story: Image and Performance](#) [Enhancing Drugs: public evidence](#) [gathering day](#)

The day will commence at 10am and the working group will hear presentations from a number of invited stakeholders. The public session is expected to finish at 3pm.

This evidence gathering day will be open to members of the public who wish to observe the day’s proceedings. There will also be an opportunity to ask questions of the working group.

If you would like to attend please email the ACMD Secretariat to reserve a place: ACMD@homeoffice.gsi.gov.uk.

Read the [terms of reference](#) for this working group.