



FRAMEWORK FOR ASSESSMENT OF LEVEL OF CIVIL PENALTY

		NATURE OF CHECKS COMPLETED				
		FULL	PARTIAL		NO	
OCCASION ON WHICH WARNING/PENALTY ISSUED	3 RD +	No penalty	Suggested maximum penalty of £10,000 per worker		Suggested maximum penalty of £10,000 per worker	
			Reduced by up to £1,250 per worker reported	Reduced by up to £1,250 per worker, with co-operation		
			Suggested minimum penalty of £7,500 per worker			
	2 ND	No penalty	Suggested maximum penalty of £7,500 per worker		Suggested maximum penalty of £10,000 per worker	
			Reduced by up to £1,250 per worker reported	Reduced by up to £1,250 per worker, with co-operation	Reduced by up to £1,250 per worker reported	Reduced by up to £1,250 per worker, with co-operation
			Suggested minimum penalty of £5,000 per worker		Suggested minimum penalty of £7,500 per worker	
	1 ST	No penalty	Suggested maximum penalty of £5,000 per worker		Suggested maximum penalty of £7,500 per worker	
			Reduced by up to £2,500 per worker reported	Reduced by up to £2,500 per worker, with co-operation	Reduced by up to £2,500 per worker reported	Reduced by up to £2,500 per worker, with co-operation
			No penalty and a warning letter may be issued		Suggested minimum penalty of £2,500 per worker	