

Licensing Sub-Committee

Wednesday 19 December 2018

10.00 am

Ground Floor Meeting Room G02C - 160 Tooley Street, London SE1 2QH

Membership

Councillor Renata Hamvas
(Chair)
Councillor Sunil Chopra
Councillor Adele Morris

Reserves

Councillor Sandra Rhule

INFORMATION FOR MEMBERS OF THE PUBLIC

Access to information

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Contact

Andrew Weir on 020 7525 7222 or email: andrew.weir@southwark.gov.uk

Members of the committee are summoned to attend this meeting

Eleanor Kelly

Chief Executive

Date: 11 December 2018



Licensing Sub-Committee

Wednesday 19 December 2018
10.00 am

Ground Floor Meeting Room G02C - 160 Tooley Street, London SE1 2QH

Order of Business

Item No.	Title	Page No.
	PART A - OPEN BUSINESS	
1.	APOLOGIES	
	To receive any apologies for absence.	
2.	CONFIRMATION OF VOTING MEMBERS	
	A representative of each political group will confirm the voting members of the committee.	
3.	NOTIFICATION OF ANY ITEMS OF BUSINESS WHICH THE CHAIR DEEMS URGENT	
	In special circumstances, an item of business may be added to an agenda within five clear days of the meeting.	
4.	DISCLOSURE OF INTERESTS AND DISPENSATIONS	
	Members to declare any interests and dispensation in respect of any item of business to be considered at this meeting.	
5.	LICENSING ACT 2003: ROCCA DI PAPPA, 76-77 DULWICH VILLAGE, LONDON, SE21 7BJ	1 - 45
	ANY OTHER OPEN BUSINESS AS NOTIFIED AT THE START OF THE MEETING AND ACCEPTED BY THE CHAIR AS URGENT.	

PART B - CLOSED BUSINESS

EXCLUSION OF PRESS AND PUBLIC

The following motion should be moved, seconded and approved if the sub-committee wishes to exclude the press and public to deal with reports revealing exempt information:

“That the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 1-7, Access to Information Procedure rules of the Constitution.”

ANY OTHER CLOSED BUSINESS AS NOTIFIED AT THE START OF THE MEETING AND ACCEPTED BY THE CHAIR AS URGENT.

Date: 11 December 2018

Item No. 5.	Classification: Open	Date: 19 December 2018	Meeting Name: Licensing Sub-Committee
Report title:		Licensing Act 2003: Rocca Di Pappa, 76-77 Dulwich Village, London, SE21 7BJ	
Ward(s) or groups affected:		Dulwich Village	
From:		Strategic Director of Environment and Leisure	

RECOMMENDATION

1. That the licensing sub-committee considers an application submitted by Home Office Immigration Enforcement under Section 51 of the Licensing Act 2003 (the Act) for the review of the premises licence held by Ismail Incedal in respect of the premises known as Rocca Di Pappa, 76-77 Dulwich Village, London, SE21 7BJ.
2. Notes:
 - a) The grounds for the review are stated in paragraphs 12 to 17 of this report. A copy of the premises licence review application is attached as Appendix A.
 - b) The review application is supported by a representation submitted by the Metropolitan Police and is summarised in paragraph 18. A copy of the representation is attached as Appendix B.
 - c) A copy of the current premises licence issued in respect of the premises is attached to this report as Appendix C. A map of the area that the premises are located in is attached as Appendix E.
 - d) A copy of the council's approved procedure for hearings of the sub-committee in relation to an application made under the Licensing Act 2003, along with a copy of the hearing regulations, has been circulated to all parties to the meeting.

BACKGROUND INFORMATION

The Licensing Act 2003

3. The Licensing Act 2003 provides a licensing regime for:
 - The sale of and supply of alcohol
 - The provision of regulated entertainment
 - The provision of late night refreshment.
4. Within Southwark, the licensing responsibility is wholly administered by this council.
5. The Act requires the licensing authority to carry out its functions under the Act with a view to promoting the four stated licensing objectives. These are:
 - The prevention of crime and disorder

- The promotion of public safety
 - The prevention of nuisance
 - The protection of children from harm.
6. In carrying out its licensing functions, a licensing authority must also have regard to:
- The Act itself
 - The guidance to the act issued under Section 182 of the Act
 - Secondary regulations issued under the Act
 - The licensing authority's own statement of licensing policy
 - The application, including the operating schedule submitted as part of the application
 - Relevant representations.
7. The applications process involves the provision of all relevant information required under the Act to the licensing authority with copies provided by the applicant to the relevant responsible bodies. The application must also be advertised at the premises and in the local press. The responsible authorities and other persons within the local community may make representations on any part of the application where relevant to the four licensing objectives.
8. The premises licence once issued remains valid for the life of the business unless surrendered or revoked. However, under section 51 of the Act it remains open to any responsible authority or other person to apply to the local licensing authority for a review of the premises licence where there are ongoing concerns regarding one or more of the four stated licensing objectives.

KEY ISSUES FOR CONSIDERATION

The premises licence

9. The premises licence allows the provision of licensable activities as follows:
- The sale of alcohol to be consumed on the premises:
 - Monday to Saturday from 10:00 to 00:00
 - Sunday from 12:00 to 23:30.
 - The provision of late night refreshment:
 - Monday to Saturday from 23:00 to 00:30
 - Sunday from 23:00 to 00:00.
10. The licence is subject to the mandatory conditions set down under the Act and further conditions consistent with the operating schedule submitted with the application for the licence. A copy of the full premises licence is attached as Appendix C.

Designated premises supervisor (DPS)

11. The current designated premises supervisor (DPS) named on the licence is Moris Mankarius. Moris Mankarius has been the DPS since 30 November 2010.

The review application

12. On 30 September 2018, an application was submitted by the Home Office under Section 51 of the Licensing Act 2003, for the review of the premises licence held by Ismail Incedal in respect of the premises known as Rocca Di Pappa – 76-77 Dulwich Village, London SE21 7BJ.
13. The review application was submitted in respect of the prevention of crime and disorder licensing objective; and in summary states that the following has been witnessed and / or taken place at the premises:
 - An illegal working visit was conducted by officers from Immigration Enforcement to Rocca Di Papa, 75-79 Dulwich Village, London SE21 7BJ on 14 June 2018. There were a total of 10 subjects encountered. Eight subjects were cleared as either being EU Nationals, GBR Nationals or subjects with granted leave.
 - Two subjects were arrested as immigration offenders who had no right to work in the UK. A notice of potential liability was served on the manager. The target of the visit was not encountered.
 - Officers asked the manager if he knew the target and they showed him a picture of her. He did not recognise the person in the picture and then went to check the staff records because he thought he may have known someone by the name of the target. The manager confirmed that he did not know the subject after checking through his staff records.
 - In light of the two subjects found working illegally, Home Office Immigration Enforcement wish to seek revocation of the licence.
14. Section 36 and Schedule 4 of the Immigration Act 2016 (the 2016 Act) amended the Licensing Act 2003 (the 2003 Act) to introduce immigration safeguards in respect of licensing applications made in England and Wales on or after 6 April 2017. The intention is to prevent illegal working in premises licensed for the sale of alcohol or late night refreshment.
15. The Home Secretary (in practice Home Office (Immigration Enforcement)) was added to the list of responsible authorities in the licensing regime, which requires Home Office (Immigration Enforcement) to receive premises licence applications (except regulated entertainment only licences and applications to vary a designated premises supervisor, and in some limited circumstances personal licence applications). In carrying out the role of responsible authority, Home Office (Immigration Enforcement) is permitted to make relevant representations and objections to the grant of a licence or request a review of an existing licence as a responsible authority where there is concern that a licence and related licensable activity is prejudicial to the prevention of immigration crime including illegal working.
16. Full details of the grounds for the review are provided within review the application. A copy of the review application is attached as Appendix A.
17. On 3 December 2018, an email was received from the restaurant's legal representative asking for additional supporting documents to be included in the report which state that a penalty has been paid with an explanation as to how the illegal workers came to be on the premises and the changes that have been made to

the business practices since. A copy of those documents are available in Appendix D

Representations from responsible authorities

18. The Metropolitan Police Service has submitted a representation in support of the review application under the licensing objective of the prevention of crime and disorder. A copy of the representation is attached as Appendix B.

Representations from other persons

19. No representations have been received by other persons.

Operating History

20. The first premises licence was issued in respect of the premises in November 2015.
21. The licence was transferred to Dellasud Limited on 18 November 2010, which became Rocca (2015) Limited on Companies House in April 2015.
22. The premises licence has been varied since it was issued in relation to the layout and the external area to the premise.
23. No temporary event notices have been submitted in regards to the premises. There is no history of licensing complaints against the premises.

The local area

24. A map of the local area is attached as Appendix D. There are a number of licenced premises in the immediate vicinity, namely:

Pizza Express, 94 The Village, London SE21 7AG:

- The sale of alcohol to be consumed on the premises:
 - Monday to Saturday from 11:00 to 00:00
 - Sunday from 12:00 to 23:30
- The provision of late night refreshment (indoors):
 - Monday to Saturday from 23:00 to 00:30
 - Sunday from 23:00 to 00:00.

The Real Greek, 96-98 Dulwich Village, London SE21 7AQ:

- The sale of alcohol to be consumed both on and off the premises:
 - Monday to Wednesday from 09:00 to 00:00
 - Thursday to Saturday from 09:00 to 00:30
 - Sunday from 09:00 to 23:00.

- The provision of late night refreshment (indoors):
 - Monday to Wednesday from 23:00 to 00:00
 - Thursday to Saturday from 23:00 to 00:30
 - Sunday from 23:00 to 23:00.

Dulwich Vintners, 85-87 Dulwich Village, London SE21 7BJ:

- The sale of alcohol to be consumed both on and off the premises:
 - Monday to Sunday from 09:00 to 23:00

Simply Fresh, 88 Dulwich Village, London SE21 7AQ:

- The sale of alcohol to be consumed both off the premises:
 - Monday to Sunday from 07:00 to 23:00.

The Crown and Greyhound, 73 Dulwich Village, London SE21 7BJ:

- The sale of alcohol to be consumed both on and off the premises:
 - Monday to Saturday from 10:00 to 00:00
 - Sunday from 12:00 to 00:00.
- The provision of late night refreshment (indoors):
 - Monday to Sunday from 23:00 to 00:30.
- The provision of regulated entertainment in the form of films and recorded music:
 - Monday to Sunday from 10:00 to 00:00.

Bartley's Flowers, 82 Dulwich Village, London SE21 7AJ:

- The sale of alcohol to be consumed off the premises:
 - Monday to Saturday from 08:00 to 23:00
 - Sunday from 10:00 to 22:30.

Romeo Jones – 80 Dulwich Village, London SE21 7AJ:

- The sale of alcohol to be consumed both on and off the premises:
 - Monday to Sunday from 07:00 to 21:00.

Southwark council statement of licensing policy

25. Council assembly approved Southwark's Statement of Licensing Policy 2016 - 20 on 25 November 2015. The policy came into effect on 1 January 2016. Sections of the statement that are considered to be of particular relevance to the sub-committee's consideration are:

- Section 3 - Purpose and scope of the policy. This reinforces the four licensing objectives and the fundamental principles upon which this authority relies in determining licence applications.
 - Section 5 – Determining applications for premises licences and club premises certificates. This explains how the policy works and considers issues such as location; high standards of management; and the principles behind condition setting.
 - Section 6 – Local cumulative impact policies. This sets out this authority's approach to cumulative impact and defines the boundaries of the current special policy areas and the classifications of premises to which they apply. To be read in conjunction with Appendix B to the policy
 - Section 7 – Hours of operation. This provides a guide to the hours of licensed operation that this authority might consider appropriate by type of premises and (planning) area classification.
 - Section 8 – The prevention of crime and disorder. This provides general guidance on the promotion of the first licensing objective.
 - Section 9 – Public safety. This provides general guidance on the promotion of the second licensing objective.
 - Section 10 – The prevention of nuisance. This provides general guidance on the promotion of the third licensing objective.
 - Section 11 – The protection of children from harm. This provides general guidance on the promotion of the fourth licensing objective.
26. The purpose of Southwark's statement of licensing policy is to make clear to applicants what considerations will be taken into account when determining applications and should act as a guide to the sub-committee when considering the applications. However, the sub-committee must always consider each application on its own merits and allow exceptions to the normal policy where these are justified by the circumstances of the application.
27. Within Southwark's Statement of Licensing Policy 2016 - 2020, the premises are identified as being outside of a cumulative impact policy area and in the Dulwich Village Local town centre area. Under the Southwark statement of licensing policy 2016 - 2020 the following closing times are recommended as appropriate within this area for this categories of premises:
- Restaurants and cafes:
 - Sunday to Thursday: 23:00
 - Friday and Saturday: 00:00.

Resource implications

28. There is no fee associated with this type of application.

Consultation

29. Consultation has been carried out on this application in accordance with the provisions of the Licensing Act 2003.

Community impact statement

30. Each application is required by law to be considered upon its own individual merits with all relevant matters taken into account.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law and Democracy

31. The sub-committee is asked to determine, under Section 51 of the Licensing Act 2003, following an application, made under Section 51 of the same act, for a review of premises licence. At any stage, following the grant of a premises licence, a responsible authority or any other person may ask the licensing authority to review the licence because of a matter arising at the premises in connection with any of the four licensing objectives.
32. The principles which sub-committee members must apply are set out below.

Principles for making the determination

33. Under Section 52 the licensing authority must hold a hearing to determine the review and any relevant representations
34. The four licensing objectives are:
- The prevention of crime and disorder
 - The protection of public safety
 - The prevention of nuisance
 - The protection of children from harm.
35. Each objective must be considered to be of equal importance. The authority must, having regard to the application and any relevant representations, take such of the following steps as it considers appropriate for the promotion of the licensing objectives. The steps are to:
- Modify the conditions of the licence by altering, omitting or adding any condition
 - Exclude a licensable activity from the scope of the licence
 - Remove the designated premises supervisor
 - Suspend the licence for a period not exceeding three months
 - Revoke the licence.
36. For the purpose of determining a relevant representation under section 52 of the Act a “relevant representation” means representations which:
- Are relevant to one or more of the licensing objectives.

- Are made by the holder of the premises licence, a responsible authority or an other person within the prescribed period.
 - Have not been withdrawn.
 - If made by another person (who is not also a responsible authority), that they are not, in the opinion of the relevant licensing authority frivolous or vexatious.
37. Modifications of conditions and exclusions of licensable activities may be imposed either permanently or for a temporary period of up to three months.
38. The authority may decide that no action is necessary if it finds that the review does not require it to take any steps appropriate to promote the licensing objectives.
39. In deciding what remedial action if any it should take, the authority must direct its mind to the causes or concerns that the representations identify. The remedial action should generally be directed at these causes and should always be no more than an appropriate and proportionate response.
40. It is of particular importance that any detrimental financial impact that may result from a licensing authority's decision is appropriate and proportionate to the promotion of the licensing objectives in the circumstances that gave rise to the application for review.

Reasons

41. Where the authority determines an application for review it must notify the determination and reasons why for making it to:
- The holder of the licence
 - The applicant
 - Any person who made relevant representations
 - The chief officer of police for the area (or each police area) in which the premises are situated.

Hearing procedures

42. Subject to the licensing hearing regulations, the licensing committee may determine its own procedures. Key elements of the regulations are that:
- The hearing shall take the form of a discussion led by the authority. Cross examination shall not be permitted unless the authority considered that it is required for it to consider the representations.
 - Members of the authority are free to ask any question of any party or other person appearing at the hearing.
 - The committee must allow the parties an equal maximum period of time in which to exercise their rights to:
 - Address the authority
 - If given permission by the committee, question any other party.

- In response to a point which the authority has given notice it will require clarification, give further information in support of their application.
 - The committee shall disregard any information given by a party which is not relevant to the particular application before the committee and the licensing objectives.
 - The hearing shall be in public, although the committee may exclude the public from all or part of a hearing where it considers that the public interest in doing so outweighs the public interest in the hearing, or that part of the hearing, taking place in private.
 - In considering any representations or notice made by a party the authority may take into account documentary or other information produced by a party in support of their application, representations or notice (as applicable) either before the hearing or, with the consent of all the other parties, at the hearing.
43. This matter relates to the determination of an application for a premises licence under section 17 of the Licensing Act 2003. Regulation 26(1) (a) requires the sub-committee to make its determination at the conclusion of the hearing.

Council's multiple roles and the role of the licensing sub-committee

44. Sub-committee members will note that, in relation to this application, the council has multiple roles. Council officers from various departments have been asked to consider the application from the perspective of the council as authority responsible respectively for environmental health, trading standards, health and safety and as the planning authority.
45. Members should note that the licensing sub-committee is meeting on this occasion solely to perform the role of licensing authority. The sub-committee sits in quasi-judicial capacity, and must act impartially. It must offer a fair and unbiased hearing of the application. In this case, members should disregard the council's broader policy objectives and role as statutory authority in other contexts. Members must direct themselves to making a determination solely based upon the licensing law, guidance and the council's statement of licensing policy.
46. As a quasi-judicial body the licensing sub-committee is required to consider the application on its merits. The sub-committee must take into account only relevant factors, and ignore irrelevant factors. The decision must be based on evidence, that is to say material, which tends logically to show the existence or non-existence of relevant facts, or the likelihood or unlikelihood of the occurrence of some future event, the occurrence of which would be relevant. The licensing sub-committee must give fair consideration to the contentions of all persons entitled to make representations to them.
47. The licensing sub-committee is entitled to consider events outside of the premises if they are relevant, i.e. are properly attributable to the premises being open. The proprietors do not have to be personally responsible for the incidents for the same to be relevant. However, if such events are not properly attributable to the premises being open, then the evidence is not relevant and should be excluded. Guidance is that the licensing authority will primarily focus on the direct impact of the activities taking place at the licensed premises on members of the public, living, working or engaged in normal activity in the area concerned.

48. Members will be aware of the council's code of conduct which requires them to declare personal and prejudicial interests. The code applies to members when considering licensing applications. In addition, as a quasi-judicial body, members are required to avoid both actual bias, and the appearance of bias.
49. The sub-committee can only consider matters within the application that have been raised through representations from other persons and responsible authorities. Other persons must live in the vicinity of the premises. This will be decided on a case to case basis.
50. Under the Human Rights Act 1998, the sub-committee needs to consider the balance between the rights of the applicant and those making representations to the application when making their decision. The sub-committee has a duty under section 17 Crime and Disorder Act 1998 when making its decision to do all it can to prevent crime and disorder in the borough.
51. Other persons, responsible authorities and the applicant have the right to appeal the decision of the sub-committee to the magistrates' court within a period of 21 days beginning with the day on which the applicant was notified by the licensing authority of the decision to be appealed against

Guidance

52. Members are required to have regard to the Home Office revised guidance in carrying out the functions of licensing authority. However, guidance does not cover every possible situation, so long as the guidance has been properly and carefully understood, members may depart from it if they have reason to do so. Full reasons must be given if this is the case.

Strategic Director of Finance and Governance

53. The head of community safety and enforcement has confirmed that the costs of this process are borne by the service.

BACKGROUND DOCUMENTS

Background papers	Held At	Contact
Licensing Act 2003 Home Office Revised Guidance to the Act Secondary Regulations Southwark Statement of Licensing Policy Case file	Southwark Licensing, C/o Community Safety & Enforcement, 160 Tooley Street, London, SE1 2QH	Kirty Read Phone number: 020 7525 5748

APPENDICES

No.	Title
Appendix A	Copy of the review application
Appendix B	Supporting representation from the Metropolitan Police
Appendix C	Copy of the premises licence
Appendix D	Supporting documents from the restaurant's legal representative
Appendix E	Map of local area

AUDIT TRAIL

Lead Officer	Deborah Collins, Strategic Director of Environment & Social Regeneration	
Report Author	Andrew Heron, Principal Licensing Officer	
Version	Final	
Dated	5 December 2018	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments sought	Comments included
Director of Legal Services	Yes	Yes
Strategic Director of Finance and Corporate Services	Yes	Yes
Cabinet Member	No	No
Date final report sent to Constitutional Team	5 December 2018	

Licensing Authority: London Borough of Southwark

Reference: AL19144

Application for the review of a premises licence or club premises certificate under the Licensing Act 2003

PLEASE READ THE FOLLOWING INSTRUCTIONS FIRST

Before completing this form please read the guidance notes at the end of the form.
If you are completing this form by hand please write legibly in block capitals. In all cases ensure that your answers are inside the boxes and written in black ink. Use additional sheets if necessary. You may wish to keep a copy of the completed form for your records.

I Home Office Immigration Enforcement

apply for the review of a premises licence under section 51 / apply for the review of a club premises certificate under section 87 of the Licensing Act 2003 for the premises described in Part 1 below

Part 1 – Premises or club premises details

Postal address of premises or, if none, ordnance survey map reference or description	
Rocca Di Papa 75-79, Dulwich Village	
Post town London	Post code (if known) SE21 7BJ
Name of premises licence holder or club holding club premises certificate (if known)	
Rocca (2015) Limited	
Number of premises licence or club premises certificate (if known)	

Part 2 - Applicant details

I am

Please tick ✓ yes

1) an individual, body or business which is not a responsible authority (please read guidance note 1, and complete (A) or (B) below)

2) a responsible authority (please complete (C) below)

3) a member of the club to which this application relates
(please complete (A) below)

(A) DETAILS OF INDIVIDUAL APPLICANT (fill in as applicable)

Please tick ✓ yes

Mr Mrs Miss Ms Other title
(for example, Rev)

Surname

First names

I am 18 years old or over

Please tick ✓ yes

**Current postal
address if
different from
premises
address**

Post town

Post Code

Daytime contact telephone number

**E-mail address
(optional)**

(B) DETAILS OF OTHER APPLICANT

Name and address

Telephone number (if any)

E-mail address (optional)

(C) DETAILS OF RESPONSIBLE AUTHORITY APPLICANT

Home Office Immigration Enforcement Alcohol Licensing Team Lunar House 40 Wellesley Road Croydon CR9 2BY
Telephone number (if any)
E-mail address (optional) [REDACTED]

This application to review relates to the following licensing objective(s)

- 1) the prevention of crime and disorder
- 2) public safety
- 3) the prevention of public nuisance
- 4) the protection of children from harm

Please tick one or more boxes ✓

<input checked="" type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

Please state the ground(s) for review (please read guidance note 2)

We have grounds to believe the license holder will fail to meet the licensing objectives of prevention of crime and disorder, as illegal working has been identified at this premises.

Section 36 and Schedule 4 of the Immigration Act 2016 (the 2016 Act) amended the Licensing Act 2003 (the 2003 Act) to introduce immigration safeguards in respect of licensing applications made in England and Wales on or after 6 April 2017. The intention is to prevent illegal working in premises licensed for the sale of alcohol or late night refreshment.

The Home Secretary (in practice Home Office (Immigration Enforcement)) was added to the list of Responsible Authorities (RA) in the licensing regime, which requires Home Office (Immigration Enforcement) to receive premises licence applications (except regulated entertainment only licences and applications to vary a Designated Premises Supervisor (DPS)), and in some limited circumstances personal licence applications. In carrying out the role of responsible authority, Home Office (Immigration Enforcement) is permitted to make relevant representations and objections to the grant of a licence or request a review of an existing licence as a responsible authority where there is concern that a licence and related licensable activity is prejudicial to the prevention of immigration crime including illegal working.

Please provide as much information as possible to support the application (please read guidance note 3)

An illegal working visit was conducted by officers from Immigration Enforcement to Rocca Di Papa, 75-79 Dulwich Village, London SE21 7BJ on 14/06/2018.

There were a total of 10 subjects encountered. Eight subjects were cleared as either being EU Nationals, GBR Nationals or subjects with Granted leave.

Two subjects were arrested as immigration offenders who had no right to work in the UK..

A notice of potential liability was served on the manager [REDACTED]

The target of the visit was not encountered.

Officers asked the manager if he knew the Target and they showed him a picture of her. He did not recognise the person in the picture and then went to check the staff records because he thought he may have known someone by the name of the target. The manager confirmed that he did not know the subject after checking through his staff records.

In light of the 2 subjects found working illegally, Home Office Immigration Enforcement wish to seek revocation of the licence.

Please tick ✓ yes

Have you made an application for review relating to the premises before

If yes please state the date of that application

Day Month Year

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If you have made representations before relating to the premises please state what they were and when you made them

Please tick ✓

yes

- I have sent copies of this form and enclosures to the responsible authorities and the premises licence holder or club holding the club premises certificate, as appropriate
- I understand that if I do not comply with the above requirements my application will be rejected

IT IS AN OFFENCE, UNDER SECTION 158 OF THE LICENSING ACT 2003, TO MAKE A FALSE STATEMENT IN OR IN CONNECTION WITH THIS APPLICATION. THOSE WHO MAKE A FALSE STATEMENT MAY BE LIABLE ON SUMMARY CONVICTION TO A FINE OF ANY AMOUNT.

Part 3 – Signatures (please read guidance note 4)

Signature of applicant or applicant’s solicitor or other duly authorised agent (please read guidance note 5). **If signing on behalf of the applicant please state in what capacity.**

Signature [REDACTED]

Date 30/10/2018

Capacity **Responsible Authority**.....

Contact name (where not previously given) and postal address for correspondence associated with this application (please read guidance note 6)	
Alcohol Licensing Team	
Lunar House	
40 Wellesley Road	
Post town Croydon	Post Code CR9 2BY
Telephone number (if any)	
If you would prefer us to correspond with you using an e-mail address your e-mail address (optional) [REDACTED]	

Notes for Guidance

1. A responsible authority includes the local police, fire and rescue authority and other statutory bodies which exercise specific functions in the local area.
2. The ground(s) for review must be based on one of the licensing objectives.
3. Please list any additional information or details for example dates of problems which are included in the grounds for review if available.
4. The application form must be signed.
5. An applicant’s agent (for example solicitor) may sign the form on their behalf provided that they have actual authority to do so.
6. This is the address which we shall use to correspond with you about this application.



The Licensing Unit
Floor 3
160 Tooley Street
London
SE1 2QH

Metropolitan Police Service
Licensing Office
Southwark Police Station,
323 Borough High Street,
LONDON,
SE1 1JL

Tel: 020 7232 6756
Email: SouthwarkLicensing@met.police.uk

Our reference: MD/21/3368/18

Date: 27th November 2018

Re:- Rocca Di Papa, 76-77 Dulwich Village, London SE21 7BJ

Dear Sir/Madam

Police are in possession of an application from the Home Office immigration Enforcement for a review of the above premises licence under Section 51 of the licensing act 2003.

The review application details a visit to the premises on the 14th June 2018 resulting in the arrest of two members of staff who had no right to work in the UK. The police fully support the review of the licence however the application lacks enough detail within the supporting information to make any further comment on what further action or conditions may be required.

The Metropolitan Police fully support the application by Immigration for the review of the premises licence and are making the representation under the prevention of crime and disorder objective.

Yours Sincerely

PC Graham White 288 MD
Southwark Police Licensing Unit
Tel: 0207 232 6756

Licensing Act 2003 Premises Licence



Regulatory Services
Licensing Unit
Hub 1, 3rd Floor
PO Box 64529
London, SE1P 5LX

Premises licence number

837879

Part 1 - Premises details

Postal address of premises, or if none, ordnance survey map reference or description	
Rocca Di Papa 76-77 Dulwich Village London SE21 7BJ Ordnance survey map reference (if applicable), 173987533172	
Post town London	Post code SE21 7BJ
Telephone number [REDACTED]	
Where the licence is time limited the dates	
Licensable activities authorised by the licence Late Night Refreshment Sale by retail of alcohol to be consumed on premises	
The opening hours of the premises For any non standard timings see Annex 2	
Where the licence authorises supplies of alcohol whether these are on and/ or off supplies Sale by retail of alcohol to be consumed on premises	

The times the licence authorises the carrying out of licensable activities

For any non standard timings see Annex 2 of the full premises licence

Late Night Refreshment

Monday	23:00 - 00:30
Tuesday	23:00 - 00:30
Wednesday	23:00 - 00:30
Thursday	23:00 - 00:30
Friday	23:00 - 00:30
Saturday	23:00 - 00:30
Sunday	23:00 - 00:00

Sale by retail of alcohol to be consumed on premises

Monday	10:00 - 00:00
Tuesday	10:00 - 00:00
Wednesday	10:00 - 00:00
Thursday	10:00 - 00:00
Friday	10:00 - 00:00
Saturday	10:00 - 00:00
Sunday	12:00 - 23:30

Part 2**Name, (registered) address, telephone number and email (where relevant) of holder of premises licence**

Rocca (2015) Limited
First Floor,
50-51 Berwick Street,
London,
W1F 8SJ

Registered number of holder, for example company number, charity number (where applicable)
06576349**Name, address and telephone number of designated premises supervisor where the premises licence authorises for the supply of alcohol**

Moris Mankarius
[REDACTED]

Personal licence number and issuing authority of personal licence held by designated premises supervisor where the premises licence authorises for the supply of alcohol

Licence No. [REDACTED]
Authority L.B of Kensington and Chelsea

Licence Issue date 31/05/2012

[REDACTED]
Head of Regulatory Services
Hub 2, 3rd Floor
PO Box 64529
London, SE1P 5LX
020 7525 5748
licensing@southwark.gov.uk

Annex 1 - Mandatory conditions

100 No supply of alcohol may be made under the Premises Licence -

a. At a time when there is no Designated Premises Supervisor in respect of the Premises Licence; or

b. At a time when the Designated Premises Supervisor does not hold a Personal Licence or his Personal Licence is suspended.

101 Every supply of alcohol under the Premises Licence must be made, or authorised by, a person who holds a Personal Licence.

485 (1) The responsible person must ensure that staff on relevant premises do not carry out, arrange or participate in any irresponsible promotions in relation to the premises.

(2) In this paragraph, an irresponsible promotion means any one or more of the following activities, or substantially similar activities, carried on for the purpose of encouraging the sale or supply of alcohol for consumption on the premises -

(a) games or other activities which require or encourage, or are designed to require, encourage, individuals to -

(i) drink a quantity of alcohol within a time limit (other than to drink alcohol sold or supplied on the premises before the cessation of the period in which the responsible person is authorised to sell or supply alcohol), or

(ii) drink as much alcohol as possible (whether within a time limit or otherwise);

(b) provision of unlimited or unspecified quantities of alcohol free or for a fixed or discounted fee to the public or to a group defined by a particular characteristic in a manner which carries a significant risk of undermining a licensing objective;

(c) provision of free or discounted alcohol or any other thing as a prize to encourage or reward the purchase and consumption of alcohol over a period of 24 hours or less in a manner carries a significant risk of undermining a licensing objective;

(d) selling or supplying alcohol in association with promotional poster or flyers on, or in the vicinity of, the premises which can reasonably be considered to condone, encourage or glamorise anti-social behaviour or to refer to the effects of drunkenness in any favourable manner; and

(e) dispensing alcohol directly by one person into the mouth of another (other than where that other person is unable to drink without assistance by reason of disability).

487 The responsible person must ensure that free potable water is provided on request to customers where it is reasonably available.

488 (1) The premises licence holder or club premises certificate holder must ensure that an age verification policy is adopted in respect of the premises in relation to the sale or supply of alcohol.

(2) The designated premises supervisor in relation to the premises licence must ensure that the supply of alcohol at the premises is carried on in accordance with the age verification policy.

(3) The policy must require individuals who appear to the responsible person to be under 18 years of age (or such older age as may be specified in the policy) to produce on request, before being served alcohol, identification bearing their photograph, date of birth and either

- (a) a holographic mark; or
- (b) an ultraviolet feature.

489 The responsible person shall ensure that -

(a) Where any of the following alcoholic drinks is sold or supplied for consumption on the premises (other than alcoholic drinks sold or supplied having been made up in advance ready for sale or supply in a securely closed container) it is available to customers in the following measures -

- (i) Beer or cider: 1/2 pint;
- (ii) Gin, rum, vodka or whisky: 25 ml or 35 ml; and
- (iii) Still wine in a glass: 125 ml;

(b) these measures are displayed in a menu, price list or other printed material which is available to customers on the premises; and

(c) where a customer does not in relation to a sale of alcohol specify the quantity of alcohol to be sold, the customer is made aware that these measures are available,

491 1. A relevant person shall ensure that no alcohol is sold or supplied for consumption on or off the premises for a price which is less than the permitted price.

2. For the purpose of the condition set out in paragraph (1):

- (a) "duty" is to be construed in accordance with the Alcoholic Liquor Duties Act 1979;
- (b) "permitted price" is the price found by applying the formula

$$P = D + (D \times V),$$

where-

- (i) P is the permitted price,
- (ii) D is the amount of duty chargeable in relation to the alcohol as if the duty were charged on the date of the sale or supply of the alcohol, and
- (iii) V is the rate of value added tax chargeable in relation to the alcohol as if the value added tax were charged on the date of the sale or supply of the alcohol;
- (c) "relevant person" means, in relation to premises in respect of which there is in force a premises licence -

- (i) the holder of the premises licence;
- (ii) the designated premises supervisor (if any) in respect of such a licence; or
- (iii) the personal licence holder who makes or authorises a supply of alcohol under such a licence;
- (iv) "relevant person" means, in relation to premises in respect of which there is in force a club premises certificate, any member or officer of the club present on the premises in a capacity which enables the member or officer to prevent the supply in question; and
- (v) "value added tax" means value added tax charged in accordance with the Value Added Tax Act 1994.

3. Where the permitted price given by paragraph (b) of paragraph 2 would (apart from this paragraph) not be a whole number of pennies, the price given by that sub-paragraph shall be taken to be the price actually given by that sub-paragraph rounded up to the nearest penny.

4. (1) Sub-paragraph (2) applies where the permitted price given by paragraph (b) of paragraph 2 on a day ("the first day") would be different from the permitted price on the next day ("the second day") as a result of a change to the rate of duty or value added tax;
- (2) the permitted price which would apply on the first day applies to sales or supplies of alcohol which take place before the expiry of the period of 14 days beginning on the second day.

Annex 2 - Conditions consistent with the operating Schedule

109 Alcohol shall not be sold or supplied except during permitted hours.

In this condition permitted hours means

- a. On weekdays, other than Christmas Day, Good Friday or New Year's Eve, 10.00.a.m. to 11.00.p.m.
- b. On Sundays, other than Christmas Day or New Year's Eve, 12 noon to 10.30.p.m.
- c. On Good Friday, 12 noon to 10.30.p.m.
- d. On Christmas Day, 12 noon to 3.00.p.m. and 7.00.p.m. to 10.30.p.m.
- e. On New Year's Eve, except on a Sunday, 10.00.a.m. to 11.00.p.m.
- f. On New Year's Eve on a Sunday, 12 noon to 10.30.p.m.
- g. On New Year's Eve from the end of permitted hours on New Year's Eve to the start of permitted hours on the following day (or, if there are no permitted hours on the following day, midnight on 31st December).

The above restrictions do not prohibit;

- i) During the first twenty minutes after the above hours the consumption of the alcohol on the premises;
- ii) During the first twenty minutes after the above hours, the taking of the alcohol from the premises unless the alcohol is supplied or taken in an open vessel;
- iii) During the first thirty minutes after the above hours the consumption of the alcohol on the premises by persons taking meals there if the alcohol was supplied for consumption as ancillary to the meals;
- iv) Consumption of the alcohol on the premises or the taking of sale or supply of alcohol to any person residing in the licensed premises;
- v) The ordering of alcohol to be consumed off the premises, or the dispatch by the vendor of the alcohol so ordered;
- vi) The sale of alcohol to a trader or club for the purposes of the trade or club;
- vii) The sale or supply of alcohol to any canteen or mess, being a canteen in which the sale or supply of alcohol is carried out under the authority of the Secretary of State or an authorised mess of members of Her Majesty's naval, military or air forces;
- viii) The taking of alcohol from the premises by a person residing there; or
- ix) The supply of alcohol for consumption on the premises to any private friends of a person residing there who are bona fide entertained by him at his own expense, or the consumption of alcohol by the persons so supplied; or
- x) The supply of alcohol for consumption on the premises to persons employed there for the purposes of the business carried on by the holder of the licence, or the consumption of alcohol so supplied, if the alcohol is supplied at the expense of their employer or the person carrying on, or in charge of, the business on the premises.

110 No statutory regulations for music and dancing shall apply so as to require any licence for the provision in the premises of public entertainment by the reproduction of wireless (including television) broadcasts or of programmes included in any programme service (within the meaning of the Broadcasting Act 1990) other than a sound or television broadcasting service, or of public entertainment by way of music and singing only which is produced solely by the reproduction of recorded sound is permitted.

111 This licence provides for the provision of private music and dancing entertainment that is promoted for private gain;

116 a.Alcohol may be sold or supplied until midnight to persons taking table meals in the premises in a part of the premises usually set apart for the service of such persons and for consumption by such a person in that part of the premises as an ancillary to his meal. For other purposes, or in other parts of the premises, the hours set out above shall continue to apply.

b.Alcohol may be sold or supplied on Christmas Day from 3.00pm to 7.00pm to persons taking table meals in the premises in a part of the premises usually set apart for the service of such persons and for consumption by such a person in that part of the premises as an ancillary to his meal. For other purposes, or in other parts of the premises, the hours set out above shall continue to apply.

122 No person under fourteen shall be in the bar of the licensed premises during the permitted hours unless one of the following applies

a.He is the child of the holder of the premises licence

b.He resides in the premises, but is not employed there

c.He is in the bar solely for the purpose of passing to or from some part of the premises which is not a bar and to and from which there is no other convenient means of access or egress

d.The bar is in railway refreshment rooms or other premises constructed, fitted and intended to be used bona fide for any purpose to which the holding of the licence is ancilla. In this condition "bar" includes any place exclusively or mainly used for the consumption of intoxicating liquor. But an area is not a bar when it is usual for it to be, and it is, set apart for the service of tablemeals and alcohol is only sold or supplied to persons as ancillary to their table meals.

127 Alcohol shall not be sold or supplied unless it is paid for before or at the time when it is sold or supplied, except alcohol sold or supplied:

a.With and for consumption at a meal supplied at the same time, consumed with the meal and paid for together with the meal;

b.For consumption by a person residing in the premises or his guest and paid for together with his accommodation;

c.To a canteen or mess.

135 Intoxicating liquor shall not be sold or supplied on the premises otherwise than to persons taking table meals there and for consumption by such person as an ancillary to his meal.

136 Suitable beverages other than intoxicating liquor (including drinking water) shall be equally available for consumption with or otherwise as an ancillary to meals supplied in the premises.

293 All staff involved in the sale of alcohol shall be trained in the "challenge 25" policy and a record of the training, including the dates that each member of staff is trained, shall be kept and produced on request by the Council authorised officers or the Police.

334 The premises shall operate a "challenge 25" policy whereby customers purchasing alcohol who look under 25 years of age will be asked for proof to validate their age. Proof of age shall include a driving licence, passport or PASS accredited card.

340 Signs shall be displayed at the alcohol display area and at the till to inform customers that a "challenge 25" policy is in place and customer purchasing age restricted products should be prepared to show their proof of age when buying alcohol. A register of refused sales of alcohol shall be maintained.

341 Licensable Activities at the external tables and chairs shall cease at 22:00hrs on Sunday to Thursday and at 23:00hrs on Fridays and Saturdays.

Annex 3 - Conditions attached after a hearing by the licensing authority

Annex 4 - Plans - Attached

Licence No. 837879
Plan No. BW/710/01
Plan Date 14/02/2011

Heron, Andrew

From: [REDACTED]
Sent: 03 December 2018 18:19
To: Heron, Andrew
Subject: RE: Review - Rocca di Pappa, 76-77 Dulwich Village, London SE21 7BJ
Attachments: 20180926120752.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Hi Andrew

I received the documents for the hearing from the restaurant. Grateful if you could send me a copy by email for our files (as they came to us in the form of photographs, and huge files!).

Please accept this email as a response to confirm;

- That I will be representing the restaurant on 19 December 2018. Company Directors George Jones & Javed Akhtar will be attending.
- That we intend to call both as witnesses in relation to the way in which prospective employees are hired etc.
- I am enclosing a copy of the submission to the Border Force confirming that the two persons who are the subject of this Review were not employed by the restaurant. Happy for parts of it (personal info redacted) to be added to the report.

I am also waiting for details of the company who undertake the hiring process on behalf of the restaurant.

Please let me know if you need anything else. Can you let me know the last date by which you need anything else for the report?

Are we the only ones on 19 Dec or are there other cases?

Thanks

Mark

Mark Browning
BA LAW Limited

[REDACTED]

This message is confidential. It may also be privileged or otherwise protected by work product immunity or other rules. If you have received this message by mistake please let us know by reply and then delete it from your system; you should not copy the message or disclose the contents to anyone. We have taken precautions to minimise the risk of transmitting software viruses, but we advise that you carry out your own virus checks on any attachments to this message. We cannot accept liability for any loss or damage caused by software viruses.



Immigration
Enforcement

Information Request

Illegal Working Civil Penalty

Rocca(2015)Limited
50-51 Berwick Street
London
W1F 8SJ

This is an important request. Please do not ignore it.

You should provide a response by: 1 October 2018.

This Information Request is issued in respect of (a) suspected breach(es) under section 15 of the Immigration, Asylum and Nationality Act 2006.

Request issue date: 21 September 2018

Reference: 315647

You may be liable for a civil penalty

We encountered (a) suspected breach (es) of section 15 on **14 June 2018** at the following business address: **Rocca Di Papa, 75-79 Dulwich Village, London, SE21 7BJ.**

Who we suspect of working illegally

	Names of suspected illegal workers	Nationality	DOB
1	[REDACTED]	[REDACTED]	[REDACTED]
2	[REDACTED]	[REDACTED]	[REDACTED]

We request information and evidence from you

We are currently considering the evidence in your case to determine if you are liable for a civil penalty and if so for what amount. You can assist us in making an early, fully informed decision by promptly providing us with relevant information and evidence. **You should respond to this request accurately and no later than 1 October 2018 to be deemed to be actively co-operating with us in our investigations, then any penalty for which you may be liable may be reduced by £5,000 per illegal worker.**

How to respond

Please complete the sections in the enclosed **Response Form**, accurately and with as much detail as you can. You should sign the completed form and send it to us, together with any supporting evidence to the Civil Penalty Compliance Team, PO Box 665, Salford, M5 0LY. **We request where possible that you email the completed Response Form, together with any supporting evidence, to:** CPCTenquiries@homeoffice.gsi.gov.uk or fax it to us on 0870 336 9287. **To enable us to take your information and evidence into consideration at the initial case decision stage we must receive it by 1 October 2018. You should also note that this is the final date by which we will consider you to be actively co-operating with our request for information.** If you wish to allow a third party (e.g. a legal representative) to respond on your behalf you must ensure you send us a signed letter of authority.

Reference 315647

Response Form

You should provide a response by **1 October 2018**.

1. Confirm your business details

We have evidence which indicates that you are the owner of the business where we have encountered suspected illegal workers and therefore believe that you are the employer of the workers identified.

If this is correct, and you are the employer, you should complete the fields below in **section 1** to confirm your details and then complete **sections 2, 3 and 4**. If, however, you are **not** the employer of these workers then you should only complete **section 1** with the details of the correct employer, if this information is known by you.

Your business type is: Sole Trader Limited Company Franchise

Other:

Your trading name is: ROCCA

Your trading address is: 75-79 Dulwich Village, London
SE21 7BJ

Your registered company name is: RoCCA (2015) Limited

Your registered address is: 1st Floor, 50-51 Berwick
Street, London, W1F 8SJ

Your correspondence address is (the address where we will write to you).....

Your Companies House number is (if you are a limited company): 06576349

Your VAT number is (if you are registered to pay VAT):

Date you commenced trading/company incorporated on: 25 April 2008

Your business owner's name is:

Your business owner's National Insurance number and/or PAYE reference number is:

Your business owner's date of birth is:

Your business owner's address is:

Your company director(s)/partners names are: [REDACTED]

Your contact telephone number s are: Landline: [REDACTED]

Mobile: [REDACTED]

Your email address is: [REDACTED]

2. Confirm if you have employed the worker(s)

For each of the suspected illegal workers below please indicate when you have employed them.

Employee(s) name	Date employment commenced	Dates employment ended (if applicable)
[REDACTED]	SEE BELOW	
[REDACTED]	SEE BELOW	

BOTH [REDACTED] AND [REDACTED] WERE NOT EMPLOYED. THEY WERE BOTH IN THE PROCESS OF TRIAL SHIFTS. PLEASE SEE COPY OF THE ROTA SHOWING THEY WERE NOT EMPLOYED / PART OF THE RESTAURANT STAFF. THIS IS TAKEN FROM OUR PAYROLL SYSTEM (4PM HOSPITALITY)

3. Confirm if you carried out right to work checks

For each of the suspected illegal workers below please indicate whether you correctly carried out right to work checks for them and provide the dates on which all checks were conducted. You should enclose clear copies of the documents you checked and the record showing the date on which you conducted your checks e.g. dated declaration on the document. It is not sufficient just to complete this box.

Employee(s) name	Checks conducted and document copies enclosed?	Dates <u>all</u> right to work checks conducted
MD Salman Bin Alam	SEE BELOW	
Mina Eid Gergis Gorgy	SEE BELOW	

To show you have carried out the checks correctly you must have checked original acceptable documents and retained a clear copy of each. Where a person is a student with restrictions on the hours they can work, you must also have checked and retained a clear copy of their term and vacation dates covering their period of employment with you. Please submit a clear copy of the term and vacation dates for each student employee. If you have already provided this information to us you do not need to do so again.

COMMENTS:

WE ARE A SMALL PRIVATE OPERATOR. WE WERE NOT AWARE WE HAD TO CHECK DOCUMENTS FOR TRIAL SHIFTS. BOTH CANDIDATES WERE URGENTLY ASKED IF THEY HAD DOCUMENTS AND THEY BOTH SAID YES. WE EXPLAINED WE WOULD NEED THESE IF TRIAL SHIFTS WERE SUCCESSFUL. SINCE BGCY MADE AWARE OF THIS REQUIREMENT WE HAVE CHANGED OUR TRIAL SHIFTS POLICY.

4. Confirm if you reported suspicions of illegal working

For each suspected illegal worker below please indicate whether you reported your suspicions about them before we encountered the suspected breach(es) of section 15, and provide the Home Office unique reference you were given by the Sponsorship, Employers and Education helpline. If you suspected one or more of the named employees were working illegally and you reported this to the Sponsorship, Employers and Education helpline before we encountered the suspected breaches of section 15, then any penalty for which you may be liable may be reduced by £5,000 per illegal worker.

Employee(s) name(s)	Suspected illegal working reported to us?	Home Office unique reference number
MD Salman Bin Alam	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Mina Eid Gergis Gorgy	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	

Sign here



I confirm that the above information is correct to the best of my knowledge and I understand that the Home Office may routinely share this information with other government departments and other agencies as required.

Signed: _____ Date: __/__/__

Print name: _____

Position in business: _____

Rocca East Dulwich Back of House [11/06/2018 to 17/06/2018]

Employees	Monday 11/06/2018	Tuesday 12/06/2018	Wednesday 13/06/2018	Thursday 14/06/2018	Friday 15/06/2018	Saturday 16/06/2018	Sunday 17/06/2018	Total shift/hrs
Roc Salaried Staff								
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
Roc Chef								
[REDACTED]	ON 1500-2300	ON 1600-2300	ON 1600-2300	ON 1600-2300	OFF	OFF	ON 0900-2300	40 Hours
[REDACTED]	OFF	OFF	OFF	ON 1000-2300	ON 1000-2300	ON 1000-2200	ON 0900-2300	48 Hours
[REDACTED]	OFF	OFF	OFF	ON 0730-1200	ON 0730-1020	ON 0730-1200	ON 0730-1200	14.8 Hours
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	OFF	ON 1000-2300	ON 1200-2300	OFF	ON 1130-2300	ON 1200-2300	ON 1020-2300	54.2 Hours
[REDACTED]	Absent OFF	Absent OFF	Absent OFF	Absent OFF	Absent OFF	Absent OFF	Absent OFF	0
[REDACTED]	ON 1000-2300	OFF	ON 1000-2030	OFF	ON 1000-1600	ON 1000-2300	ON 1020-2000	48.2 Hours
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	ON 0730-1800	ON 0730-2000	HOL	HOL	HOL	HOL	HOL	69.4 Hours
[REDACTED]	ON 0900-2130	ON 0900-2100	ON 0900-1600	ON 0900-2130	ON 0900-2100	ON 0900-2100	OFF	62.5 Hours
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	OFF	OFF	ON 1000-2200	OFF	ON 0900-2300	OFF	OFF	24 Hours
[REDACTED]	ON 0800-1500	OFF	ON 0800-2200	ON 1600-2300	ON 1000-2300	ON 1000-2300	OFF	50 Hours
[REDACTED]	OFF	OFF	OFF	HOL	HOL	HOL	HOL	0
[REDACTED]	OFF	OFF	ON 1000-2300	ON 1000-2300	OFF	ON 1000-2300	ON 1000-2300	48 Hours
[REDACTED]	OFF	ON 0800-2200	OFF	ON 0800-2200	ON 0800-2200	ON 0800-2200	ON 0800-2300	66 Hours
Roc Kitchen Porter								
[REDACTED]	<u>Roc Chef</u> ON 1800-CLOSE	OFF	<u>Roc Chef</u> ON 1800-CLOSE	OFF	<u>Roc Chef</u> ON 1500-CLOSE	<u>Roc Chef</u> ON 1200-CLOSE	<u>Roc Chef</u> ON 1300-CLOSE	41.5 Hours
[REDACTED]	OFF	ON 1800-CLOSE	ON 0800-1200 1800-CLOSE	ON 1800-CLOSE	ON 1000-CLOSE	ON 1000-CLOSE	ON 1000-CLOSE	59 Hours

Rocca East Dulwich Back of House [11/06/2018 to 17/06/2018]

Employees	Monday 11/06/2018	Tuesday 12/06/2018	Wednesday 13/06/2018	Thursday 14/06/2018	Friday 15/06/2018	Saturday 16/06/2018	Sunday 17/06/2018	Total shift/hrs
[REDACTED]	ON 1000-1400	ON 1000-1400	ON 1000-1400	ON 1000-1400	OFF	OFF	OFF	16 Hours
[REDACTED]	ON 0730-1600	ON 0730-2300	OFF	ON 1400-CLOSE	ON 0730-2200	ON 0730-2000	ON 0730-2000	68.5 Hours
Roc Waiting Staff								
[REDACTED]	OFF	OFF	OFF	OFF	Roc Chef ON 0900-2300	Roc Chef ON 0900-2300	OFF	26 Hours

Rocca East Dulwich Front of House [11/06/2018 to 17/06/2018]

Employees	Monday 11/06/2018	Tuesday 12/06/2018	Wednesday 13/06/2018	Thursday 14/06/2018	Friday 15/06/2018	Saturday 16/06/2018	Sunday 17/06/2018	Total shift/hrs
Roc Waiting Staff								
[REDACTED]	ON 1200-2200	ON 1200-1700	ON 1200-2200	ON 1200-1700	ON 1700-CLOSE	OFF	ON 1200-1700	38 Hours
[REDACTED]	OFF	OFF	OFF	OFF	ON 1800-CLOSE	OFF	ON 1200-1700	10 Hours
[REDACTED]	HOL	HOL	HOL	HOL	HOL	OFF	OFF	30.2 Hours
[REDACTED]	ON 1700-2200	ON 1700-2200	ON 1200-2200	OFF	ON 1700-2230	ON 1100-2230	ON 0800-2100	45.5 Hours
[REDACTED]	OFF	ON 1800-CLOSE	ON 1800-CLOSE	ON 1700-2200	ON 1700-2200	ON 0800-2300	ON 1200-CLOSE	45 Hours
[REDACTED]	ON 0800-1400	OFF	OFF	OFF	ON 0800-2130	ON 1000-2200	ON 0800-2100	41 Hours
[REDACTED]	OFF	ON 0830-1530	ON 0830-1500	OFF	ON 0830-1530	OFF	OFF	19 Hours
[REDACTED]	ON 1800-CLOSE	OFF	ON 1800-CLOSE	ON 1800-CLOSE	OFF	ON 1200-CLOSE	ON 1200-CLOSE	38.5 Hours
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	OFF	OFF	OFF	OFF	OFF	ON 1200-2230	ON 0800-CLOSE	24.5 Hours
[REDACTED]	OFF	ON 1800-CLOSE	OFF	ON 1800-CLOSE	ON 1700-CLOSE	ON 1200-2300	ON 1000-2200	38.5 Hours
[REDACTED]	OFF	HOL	HOL	HOL	HOL	HOL	OFF	44.3 Hours
[REDACTED]	ON 1200-2230	ON 1200-2200	OFF	OFF	ON 1200-2300	ON 1200-2300	ON 1200-2200	47.5 Hours
[REDACTED]	OFF	OFF	OFF	ON 1800-CLOSE	OFF	OFF	OFF	5.5 Hours
[REDACTED]	OFF	OFF	ON 1200-CLOSE	ON 1700-2300	OFF	OFF	ON 1700-2300	22 Hours
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	ON 0800-1400	ON 0800-1500	ON 0800-1400	ON 0800-1500	ON 1200-2200	ON 0900-2200	ON 0800-2100	57 Hours
[REDACTED]	ON 1800-CLOSE	OFF	ON 1700-2200	ON 1200-1700	ON 1700-2300	ON 1700-CLOSE	ON 1200-2200	35.5 Hours
[REDACTED]	ON 1200-1700	OFF	OFF	OFF	OFF	OFF	ON 1700-2100	8 Hours
[REDACTED]	ON 1700-CLOSE	ON 1800-CLOSE	OFF	ON 1800-CLOSE	ON 1800-CLOSE	ON 1200-CLOSE	ON 1200-CLOSE	45 Hours
[REDACTED]	ON 1700-2230	ON 1700-2200	OFF	ON 1700-2230	ON 1700-2200	ON 1200-1700	OFF	23.5 Hours
[REDACTED]	OFF	OFF	OFF	ON	ON	ON	OFF	20.5 Hours

Rocca East Dulwich Front of House [11/06/2018 to 17/06/2018]

Employees	Monday 11/06/2018	Tuesday 12/06/2018	Wednesday 13/06/2018	Thursday 14/06/2018	Friday 15/06/2018	Saturday 16/06/2018	Sunday 17/06/2018	Total shift/hrs
				0800-1500	0800-1500	0800-1600		
	OFF	ON 1700-2300	ON 1700-2300	ON 1700-2200	ON 1800-2300	ON 1000-2300	ON 1000-2300	44 Hours
	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
	OFF	ON 0800-1500	ON 0800-1400	ON 0800-1500	ON 0800-1500	OFF	HOL	31.9 Hours
	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
	OFF	ON 1030-1530	ON 1030-1530	ON 1030-1530	OFF	OFF	OFF	13.5 Hours
	ON 1000-1430	ON 1000-1430	ON 1000-1430	ON 1000-1430	ON 1000-1430	OFF	OFF	20 Hours
	HOL	HOL	HOL	HOL	HOL	ON 1200-CLOSE	ON 1200-CLOSE	54.2 Hours

Rocca East Dulwich Back of House [04/06/2018 to 10/06/2018]

Employees	Monday 04/06/2018	Tuesday 05/06/2018	Wednesday 06/06/2018	Thursday 07/06/2018	Friday 08/06/2018	Saturday 09/06/2018	Sunday 10/06/2018	Total shift/hrs
Roc Salaried Staff								
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
Roc Chef								
[REDACTED]	ON 0800-2300	OFF	OFF	OFF	OFF	ON 1000-2300	ON 0900-2300	39 Hours
[REDACTED]	ON 1000-2300	OFF	OFF	OFF	HOL	HOL	HOL	39.5 Hours
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	OFF	OFF	OFF	ON 0730-1200	ON 0730-1200	ON 0730-1200	ON 0730-1200	16.5 Hours
[REDACTED]	OFF	OFF	ON 0800-2300	ON 1600-2300	ON 0900-2300	ON 0900-2300	ON 0800-2300	60.5 Hours
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	OFF	ON 1000-2300	ON 1000-2300	OFF	ON 1000-2300	ON 1000-2300	ON 1000-2300	60 Hours
[REDACTED]	Absent OFF	Absent OFF	Absent OFF	Absent OFF	Absent OFF	Absent OFF	Absent OFF	0
[REDACTED]	ON 1200-2300	OFF	OFF	ON 1000-2300	ON 1000-2300	ON 1000-2200	ON 1000-2300	57 Hours
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	ON 0730-1815	ON 0730-1200	ON 0730-1200	ON 1000-1600	ON 1000-2200	ON 1000-2300	OFF	46.8 Hours
[REDACTED]	ON 0900-2000	ON 0900-2100	OFF	ON 0900-2100	ON 0900-2130	ON 0900-2100	OFF	54.5 Hours
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	OFF	OFF	OFF	OFF	OFF	ON 1000-2300	ON 1000-2300	24 Hours
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	OFF	ON 1000-2300	OFF	OFF	ON 1000-2300	ON 1000-2300	ON 1000-2300	48 Hours
[REDACTED]	OFF	ON 0800-2300	OFF	ON 0800-2300	ON 0800-2200	ON 0800-2200	OFF	54 Hours
Roc Kitchen Porter								
[REDACTED]	OFF	ON 1800-CLOSE	ON 1800-CLOSE	OFF	ON 1500-CLOSE	ON 1200-CLOSE	ON 1400-CLOSE	39.5 Hours
[REDACTED]	ON	ON	ON	ON	OFF	OFF	OFF	16 Hours

Rocca East Dulwich Back of House [04/06/2018 to 10/06/2018]

Employees	Monday 04/06/2018	Tuesday 05/06/2018	Wednesday 06/06/2018	Thursday 07/06/2018	Friday 08/06/2018	Saturday 09/06/2018	Sunday 10/06/2018	Total shift/hrs
	1000-1400	1000-1400	1000-1400	1000-1400				
	ON 0730-1940	ON 0730-1400	OFF	ON 1400-CLOSE	ON 1000-1800	ON 0730-2030	ON 0730-1600	54.2 Hours
Roc Waiting Staff								
	OFF	OFF	OFF	OFF	Roc Chef ON 1200-2300	OFF	OFF	10 Hours

Rocca East Dulwich Front of House [04/06/2018 to 10/06/2018]

Employees	Monday 04/06/2018	Tuesday 05/06/2018	Wednesday 06/06/2018	Thursday 07/06/2018	Friday 08/06/2018	Saturday 09/06/2018	Sunday 10/06/2018	Total shift/hrs
10 Head Chef								
[REDACTED]	OFF	Roc Waiting Staff ON 1800-2230	Roc Waiting Staff ON 1230-2300	Roc Waiting Staff ON 1700-2200	Roc Waiting Staff ON 1800-2300	Roc Waiting Staff ON 1700-2300	Roc Waiting Staff ON 1100-2300	39 Hours
Roc Waiting Staff								
[REDACTED]	ON 1200-2100	ON 1200-1700	ON 1800-CLOSE	ON 1200-1700	ON 1700-CLOSE	OFF	OFF	29 Hours
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	ON 1200-1500	ON 1800-CLOSE	ON 1700-2200	ON 1800-CLOSE	OFF	OFF	OFF	18 Hours
[REDACTED]	ON 0800-1400	ON 1700-2200	OFF	ON 0800-2100	ON 1700-2230	ON 1100-2200	ON 0800-2100	49 Hours
[REDACTED]	OFF	ON 1800-CLOSE	ON 1200-CLOSE	ON 1700-CLOSE	ON 1700-CLOSE	ON 1200-CLOSE	ON 1200-CLOSE	51.5 Hours
[REDACTED]	HOL	HOL	HOL	HOL	ON 1200-2200	ON 0800-2100	ON 0800-2100	72 Hours
[REDACTED]	OFF	ON 0830-1530	ON 0830-1530	OFF	ON 0830-1530	OFF	OFF	19.5 Hours
[REDACTED]	ON 1800-CLOSE	OFF	ON 1800-CLOSE	ON 1800-CLOSE	ON 1700-CLOSE	ON 1200-CLOSE	ON 1200-2200	43 Hours
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	ON 1800-CLOSE	ON 1800-CLOSE	ON 1700-2200	OFF	ON 1700-CLOSE	ON 1200-CLOSE	ON 1200-2200	42 Hours
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	ON 0800-2200	13 Hours
[REDACTED]	ON 1200-2130	ON 1200-2200	OFF	OFF	ON 1200-2300	ON 1200-2300	ON 1200-CLOSE	48.5 Hours
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	OFF	ON 1700-2200	ON 1200-CLOSE	ON 1200-CLOSE	OFF	ON 1200-1700	ON 1000-1700	37.5 Hours
[REDACTED]	OFF	OFF	OFF	OFF	ON 1700-CLOSE	ON 1700-CLOSE	ON 1700-CLOSE	19.5 Hours
[REDACTED]	HOL	HOL	HOL	HOL	ON 1200-2200	ON 0900-2200	ON 0900-2100	64.6 Hours
[REDACTED]	ON 1800-2130	ON 0800-1500	OFF	OFF	ON 1700-1845	OFF	OFF	11.3 Hours
	ON		ON	ON	ON	ON	ON	

Rocca East Dulwich Front of House [04/06/2018 to 10/06/2018]

Employees	Monday 04/06/2018	Tuesday 05/06/2018	Wednesday 06/06/2018	Thursday 07/06/2018	Friday 08/06/2018	Saturday 09/06/2018	Sunday 10/06/2018	Total shift/hrs
[REDACTED]	1100-1700	OFF	0800-1530	1200-2130	0800-2130	1700-2100	1700-2100	40.5 Hours
[REDACTED]	ON 1800-CLOSE	ON 1700-CLOSE	OFF	OFF	OFF	ON 1200-CLOSE	ON 1200-CLOSE	34 Hours
[REDACTED]	OFF	ON 1700-2230	ON 1700-2200	ON 1700-2300	ON 1700-2300	ON 1200-2230	OFF	30 Hours
[REDACTED]	OFF	OFF	OFF	ON 0800-1500	ON 0800-1500	ON 0800-1600	OFF	20.5 Hours
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	ON 0800-1400	ON 0800-1500	ON 0800-1500	OFF	ON 0800-1500	ON 0800-1700	ON 0800-1700	42 Hours
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0
[REDACTED]	HOL	OFF	OFF	ON 1030-1530	ON 1030-1530	ON 0800-1600	OFF	21.8 Hours
[REDACTED]	ON 1000-1400	ON 1000-1430	OFF	ON 1000-1430	ON 1000-1430	OFF	ON 1000-1430	20 Hours
[REDACTED]	OFF	OFF	OFF	OFF	OFF	OFF	OFF	0

Rocca Di Papa - 75-79 Dulwich Village, London SE21 7BJ



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