



Home Office

Premises Licence Review

06 Turkish Restaurant
22 – 24 Market Street
Cleethorpes
DN35 8LY

Contents

Case Summary	3
Licensed Premises History	4
Enforcement Visit: 19 September 2025	5
Reasons for Review.....	8
Outcome Sought.....	10
Appendix – Supporting Evidence.....	11

Case Summary

On 19 September 2025, the North East, Yorkshire & Humber Immigration Compliance Enforcement (ICE) team visited 06 Turkish Restaurant located at 22 – 24 Market Street, Cleethorpes, DN35 8LY. Entry was gained to the premises using Section 179 Licensing Act 2003

Officers encountered one illegal worker who was working in breach of conditions and was arrested.

A civil penalty of £40,000 was issued which remains unpaid and outstanding in full.

Licensed Premises History

The premises licence number is PM000917 and was issued by North East Lincolnshire Council on 03 December 2024. The premises licence lists Flys Catering Ltd as the licence holder. Ahmet UCAR is listed as the Designated Premises Supervisor with personal licence (number: PR002389) issued by North East Lincolnshire Council.

The premises is authorised to carry out the supply of alcohol to from 11:00hrs until 23:00hrs.

The premises is listed on Companies House under the company Flys Catering Ltd with company number 12679519. The company was incorporated on 18 June 2020 and its status is currently listed as 'Active'. The company director is Serkan UCAR, who was appointed on 18 June 2020.

Civil Penalty

A civil penalty of £40,000 was issued to Flys Catering Ltd on 20 October 2025. Flys Catering Ltd objected to the penalty which was considered and on 07 November 2025 it was decided to maintain the penalty at £40,000. No appeal lodged and appeal rights were exhausted on 08 December 2025. The penalty remains unpaid and outstanding in full.

Enforcement Visit: 19 September 2025

Upon entering the premises at 21:23hrs, immigration officers encountered the following individuals:

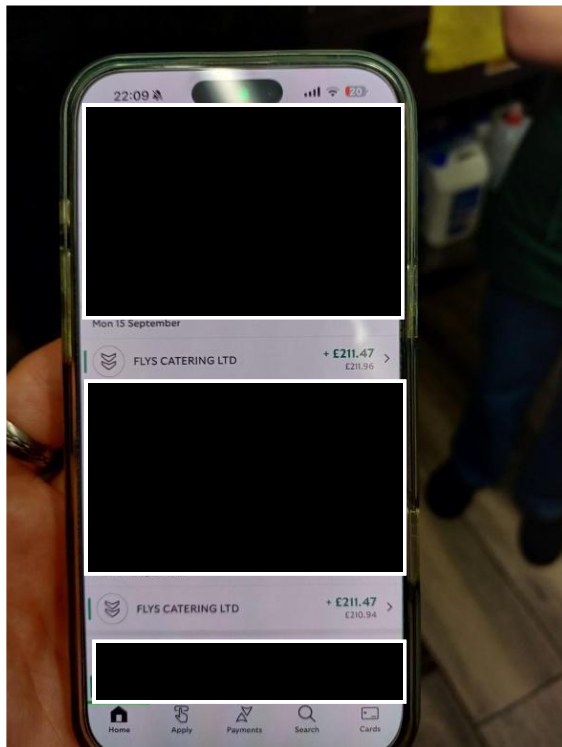
██████████ – Worker

Upon entering, officers encountered ██████████ was wearing a green apron - working behind the bar and was also serving customers drinks.

During the illegal working interview, ██████████ initially stated that she was not working and would only sometimes help out. She eventually confirmed that she had been working at the premises since approximately late May/June 2025.

██████████ worked around sixteen hours per week, usually Wednesday to Saturday, and sometimes Sundays. She also initially claimed that she only received food and “gifts” from the business. After officers referred to financial records, she accepted that she is paid £211 per week by bank transfer, with payments made via Flys Catering. She confirmed that Serkan UCAR was the boss, offered her the job, instructs her when to attend and what tasks to carry out.

██████████ confirmed that pre-employment checks were carried out, as the accountant requested her documents. She said she provided her ARC card and a National Insurance number but stated she was not aware whether the employer knew that her immigration conditions restrict her to shortage-occupation roles only.



Payments from Flys Catering Ltd to ██████████ ██████████ wearing a green apron.

Home Office checks confirmed that [REDACTED] entered the UK in December 2023 where she submitted a protection claim, which was refused in June 2025. An appeal against that refusal was lodged in June 2025 and was ongoing at the time of the enforcement visit. [REDACTED]'s bail conditions permitted work only in roles listed on the [Shortage Occupation List](#), now known as the Immigration Salary List¹. Working as a server/waitress does not fall within this list. Therefore, [REDACTED] was working in breach of her work restrictions.

Serkan UCAR – Company Director / Owner

Serkan UCAR identified himself as the owner of the business and confirmed he had owned it for approximately fourteen months. He confirmed that he is responsible for hiring staff and currently employs four members of staff.

Serkan UCAR was questioned with the assistance of an interpreter where he stated that he knows [REDACTED] as she is the girlfriend of his son, Ahmet UCAR. When asked about her involvement with the business, Serkan UCAR stated that [REDACTED] works only when the restaurant is busy, usually on weekends, as she is a student. He said she started working at the premises approximately five to six months ago. Serkan UCAR stated that [REDACTED] is a waitress, with tasks including serving customers, cleaning, taking food to tables, and helping at the bar.

While Serkan UCAR confirmed that he is responsible for hiring staff and stated that he did hire [REDACTED] he claimed that Ahmet UCAR tells her when to work and manages her hours and pay. When asked about her pay, he stated that she receives payslips, which are issued monthly. Serkan UCAR showed a payslip for August 2025, which listed [REDACTED] as staff and showed a payment of £846.91, with no tax or National Insurance deductions displayed.

When asked about right-to-work checks, Serkan UCAR stated that before hiring [REDACTED] he sent her details to his accountant, who confirmed that she was allowed to work. He stated that he does not personally keep copies of right-to-work checks, explaining that the accountant “has everything.” He was unable to confirm the specific checks carried out.

Ahmet UCAR – Employer Interview (Designated Premises Supervisor)

During the illegal working employer interview, Ahmet UCAR stated that he has been the manager of Ankara Turkish Restaurant for one year. He confirmed that [REDACTED] is his girlfriend and that she has been working at the premises for approximately two months, usually on Fridays, Saturdays, and Sundays, with varying hours. He stated that she has no contract, but is paid minimum wage by bank transfer, receives payslips, and carries out front-of-house duties serving customers.

¹ [Skilled Worker visa: immigration salary list - GOV.UK](#)

Ahmet UCAR stated that he obtained [REDACTED] ID, share code, documents, and National Insurance number and sent them to the accountant, who confirmed she had permission to work. However, when informed that Home Office systems show no share-code check had been carried out, he stated that the accountant must have done it, before later conceding that the check may not have taken place.

Reasons for Review

Section 36 and Schedule 4 of the Immigration Act 2016 amended the Licensing Act 2003 to introduce immigration safeguards in respect of licensing applications made in England and Wales on or after 06 April 2017. The intention is to prevent illegal working in premises licensed for the sale of alcohol or late-night refreshment.

During the enforcement visit on 19 September 2025, immigration officers encountered [REDACTED] working at the premises in breach of her bail conditions. She had been working for several months and was observed carrying out front – of – house duties, including serving customers. Evidence confirmed she was receiving regular payments via bank transfer and payslips, indicating an established connection to the premises.

Although the employer stated that pre-employment checks had been carried out by an accountant, no compliant right – to – work check had taken place, and [REDACTED] immigration conditions restricted her to roles listed on the Immigration Salary List. Her employment as a waitress therefore constituted illegal working, for which responsibility rests with those in control of the premises.

Whether by negligence or wilful blindness illegal workers were engaged in activity on the premises, yet it is a simple process for an employer to ascertain what documents they should check before a person can work. Ahmet UCAR – who stated that an accountant checked whether [REDACTED] held the permission to work and had lied about it – could have conducted right to work checks independently. It is not an onerous process, nor time – consuming and in fact, provides the employer with direct confirmation if an individual holds the relevant right to work.

Ultimately any right to work check conducted on [REDACTED] would have shown that her right to work was **restricted to skilled occupations only**. Waiter/waitress has never been listed as a skilled occupation for immigration purposes. It is also considered that the level of knowledge and familiarity between employee and DPS was on a personal level and he would have been aware of her immigration status.

Additional information on how to conduct these checks is available online, this includes the Home Office's official YouTube page. It is an offence to work when a person is disqualified to do so, and such an offence can only be committed with the co-operation of a premises licence holder or its agents. It is also an offence to employ an illegal worker where there is reason to believe this is the case.

Under Section 15 of the Immigration, Asylum and Nationality (IAN) Act 2006, employers can face a civil penalty if they employ someone who does not have the legal right to work in the UK. The civil penalty process is administered by an independent separate team.

A civil penalty referral notice was served based on the findings of officers. This referral was considered by the Civil Penalty Compliance Team.

CPCT issued a £40,000 civil penalty to Flys Catering Ltd on 20 October 2025 for employing one individual with no right to work. An objection was received on 03

November 2025. The objection was considered and the civil penalty was maintained at £40,000 on 07 November 2025. No appeal was lodged and appeal rights exhausted on 08 December 2025. The penalty remains outstanding in full. The noncompliance with the civil penalty was taken into account when considering action against the licence.

Section 182 guidance at point 11.27 states that certain activity should be treated particularly seriously, and this includes employing someone who is disqualified from that work by reason of their immigration status in the UK. 11.28 of the guidance states that it is expected that revocation of the licence – even in the first instance – should be seriously considered.

Immigration Enforcement submits that for commercial reasons those engaged in the management of the premises employed illegal workers and a warning or other activity falling short of a review is inappropriate; therefore, Immigration Enforcement has proceeded to review the premises licence.

Outcome Sought

The objective of the Licensing Act 2003 (the Act) is to provide a clear, transparent framework for making decisions about applications by individuals or businesses wishing to sell or supply alcohol or provide certain types of regulated entertainment and late-night refreshment.

There are four licensing objectives which underpin the Act, and which need to be taken into account and promoted throughout the licensing process.

The licensing objectives are:

- the prevention of crime and disorder
- public safety
- the prevention of public nuisance and
- the protection of children from harm.

06 Turkish Restaurant, under the control of Flys Catering Ltd, Ahmet UCAR and Serkan UCAR has been found employing an illegal worker. The licence holder and its agents would have been aware of his responsibilities to uphold the licensing objectives as they are clearly defined as part of the premises licence application.

Immigration Enforcement asks that the premises licence is **revoked**.

Merely remedying the existing situation (for instance by the imposition of additional conditions or a suspension) is insufficient to act as a deterrent to the licence holder and other premises' licence holders from employing illegal workers and facilitating disqualified immigrants to work illegally.

This submission and appended documents provide the licensing subcommittee with background arguments and information pertinent to that contention. These provide the sub-committee with a sound and defensible rationale as to why it should **revoke** the licence.

Appendix – Supporting Evidence

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Encounter	
Details	
Type of work	Visit
Visit reference	[REDACTED]
Created by	[REDACTED]
ProntoID	[REDACTED]
Created at geolocation	Easting 530516 Northing 408858
Time	21:23
Creation date	19-09-2025 21:23:52
Main Identity	
Identity source/type	Declared
Full name	[REDACTED]
Date of birth	[REDACTED]
Gender	Female
Nationality	Georgia
Country of birth	Georgia
Place of birth	Kutaisi
Languages	
Languages spoken	English
Interpreter used?	No
Encounter	
Encountering officer	[REDACTED]
Is this encounter related to a Small Boats event?	No
Is this person the subject of the visit?	No
Prior to Schedule 2 examination, did you suspect an Immigration Offence?	Yes
Why do you suspect the person of an immigration offence?	Intel stated that the business was employing illegal workers. The individual was working behind the bar when officers entered the premises.
Where was the person located?	Working behind the bar
Declared immigration status	Asylum
How and when did the subject last enter the UK?	02/12/2023 flew into LBA.

CEPR	
Are there any vulnerabilities/trafficking/safeguarding issues?	No
Are you taking enforcement action?	No
References (Person ID, HO Ref, Port Ref, BRP)	
Biographic search results	Systems checked Atlas Result of checks Match Does the person have an open absconder status on Atlas Person Alerts? No Status returned by system checks
Photo of Subject	
Do you want to take a photograph of the subject?	Yes
Powers used	Paragraph 18(2) Schedule 2 Immigration Act 1971
Photo of subject	

Identity Documentation	
No documentation provided.	
Notes	
No notes entered.	
Management Checks Complete	
Date management checks complete	07-10-2025 16:59:04
Reviewer(s)	

Illegal Working - Employee

Details

Type of work	Visit
Visit reference	██████████
Created by	██████████
ProntoID	Other
Subject CEPR	Unknown
Subject name	██████████
Created at geolocation	Easting 530514 Northing 408862
Time	21:35
Creation date	19-09-2025 21:35:24

Language of Interview

What language is the interview carried out in?	English
Interpreter used?	No

Obligation

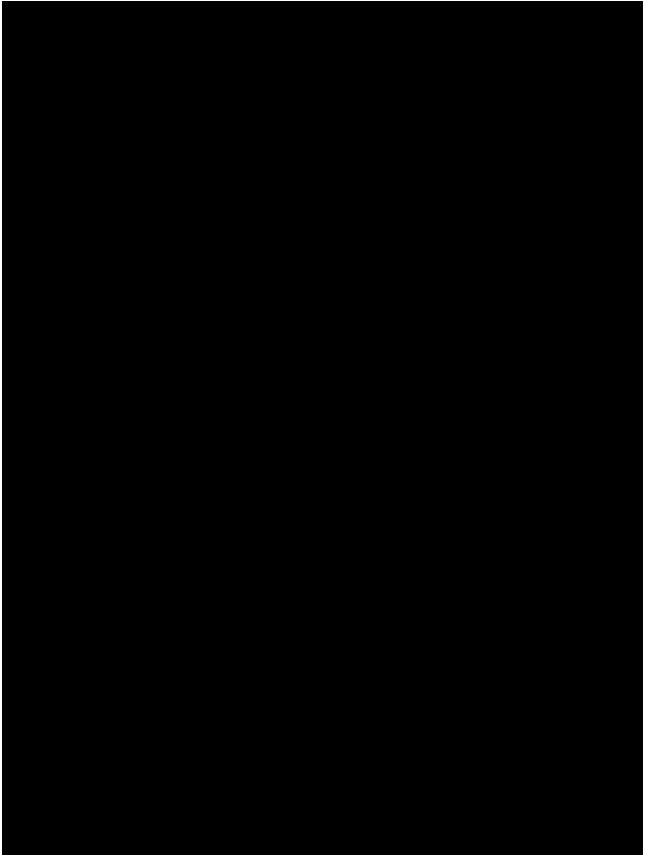
How long have you been working at this business?	I am not working here. I come sometimes to help out
What is your job role/ what are your duties?	I am nothing.
What days/ hours do you work each week?	Today i came at 5, and finish, I don't know. I was waiting for my boyfriend.
How often do you come here?	In a week around 3 days. I come here sometimes 2-4pm. It depends on how tired I am.
How long have you worked here?	I've been helping here since summer, around July 2025.
Do you work the same hours/ days every week?	No.

Control

Who gave you this job (name and role in business)?	Serkan Ucar is the boss, he said you are like my daughter, you can come and go as you please.
Who tells you what days/ hours to work?	Serkan Ucar asked me to come in today.
Who tells you what tasks/ duties to do each day?	Serkan instructs me, he's the boss.

Remuneration	
How are you paid (money, accommodation, food)?	I don't get paid, but I get gifts and food.
Can you explain why this spreadsheet that my colleague has seen shows you are getting paid.	I'm sorry, I do get paid.
I'll ask you again, how long have you worked here at 06 Ankara Turkish Restaurant?	Around end of May /June
I'll ask you again, how many hours do you work here at Turkish Restaurant?	Around 16 hours a week.
What days do you work here?	Wednesday to Sat, and sometimes a Sunday. 5pm till closing which is mainly 9pm.
How are you paid (money, accommodation, food)?	Money, bank transfer
If money, how much and how do you receive it?	£211 a week.
Who pays you?	Serkan pays me via Flys catering
Do you pay income tax or have a National Insurance number?	I don't know
Pre-employment Checks	
What name does the employer know you as?	■■■
Did the employer check your right to work or immigration status before they offered you the job?	Yes, because the accountant requested my documents.
Did you show documents or share a code with the employer to prove your right to work before being offered the job? If so, what did you show and were they originals?	Yes. I showed my ARC card and NI number.
Does your employer know you are only allowed to work shortage occupation list?	I don't know.
Additional Questions	
Are you happy working here?	Yes, they are my family.
Have you been forced to do anything here that you do not wish to do?	No.

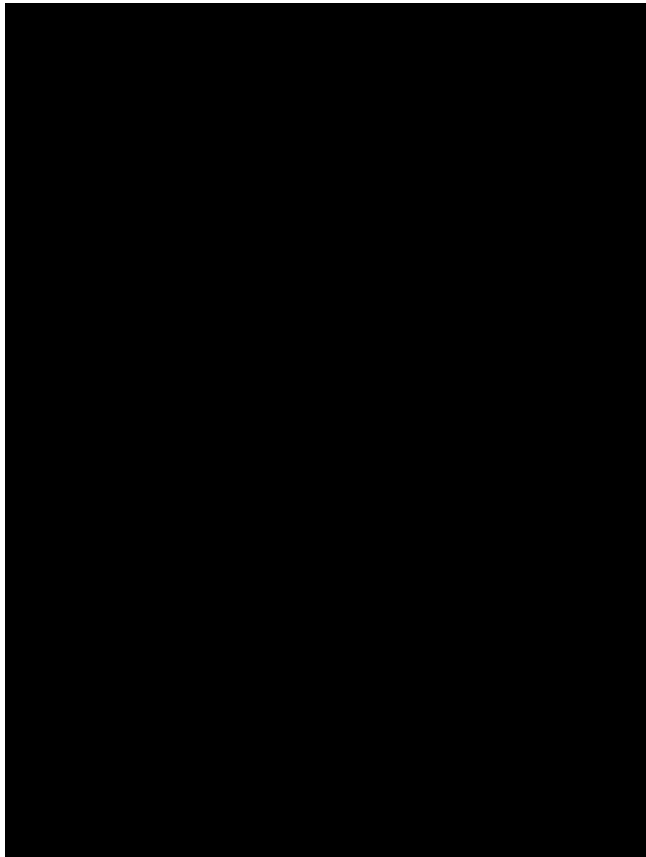
Photographs	
No photographs.	
Declaration	
I confirm that I have understood all the questions and that the details are true and correct.	
Interviewee signature [REDACTED]	[REDACTED]
Observations	
Observations	[REDACTED] was seen working behind the bar, and then was seen serving customers drinks. She then admitted to working here.
Do you suspect this person of illegal working?	Yes

Photo 1	
	Caption [REDACTED] in her work apron. Exhibit Ref WA1
Management Checks Complete	
Date management checks complete	07-10-2025 17:07:33
Reviewer(s)	[REDACTED]

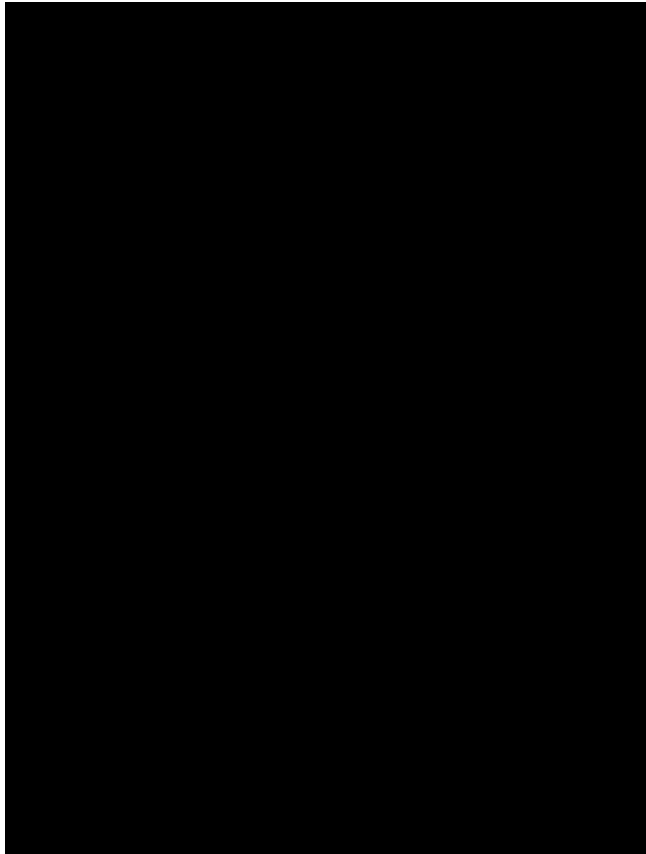
Freetext	
Details	
Type of work	Visit
Visit reference	██████████
Created by	██████████
Is this entry related to a Critical Incident?	No
Subject CEPR	Unknown
Subject name	██████████
Subject DOB	██████████
Subject gender	Female
Subject nationality	Georgia
Subject country of birth	Georgia
Subject place of birth	Kutaisi
Address	06 Turkish Restaurant , 22-24 Market Street, Cleethorpes, DN35 8LY (Visit Address)
Created at geolocation	Easting 530515 Northing 408861
Time	22:09
Creation date	19-09-2025 22:09:27
Entry	
Title	S47 search of phone, bank account transaction
Text	Weekly payments since June 15th

Photographs

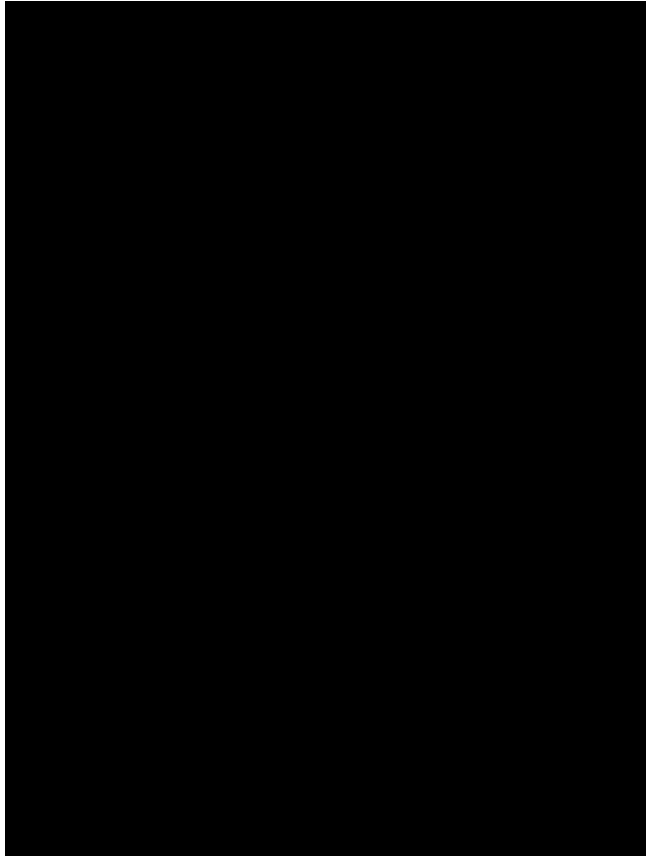
1



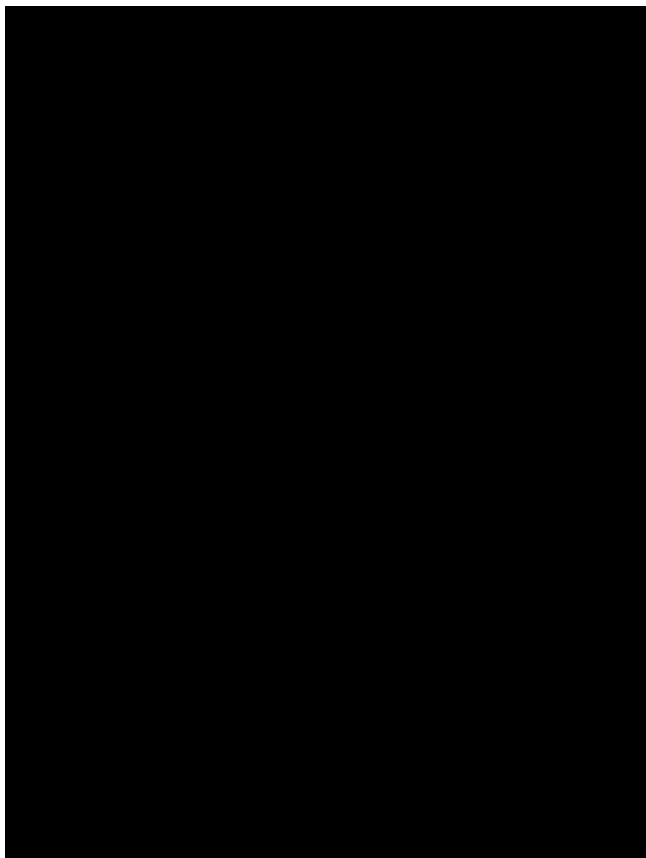
2



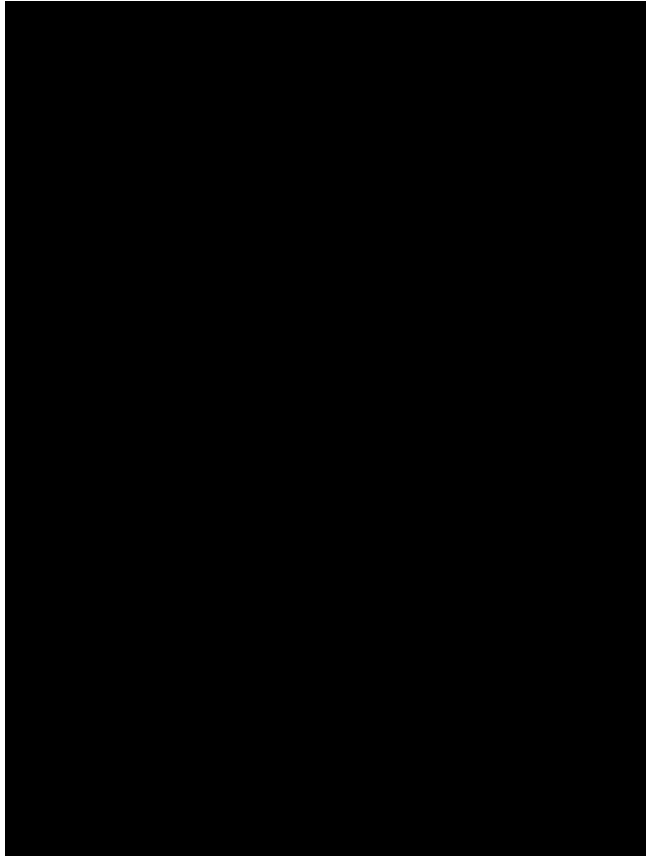
3



4



5

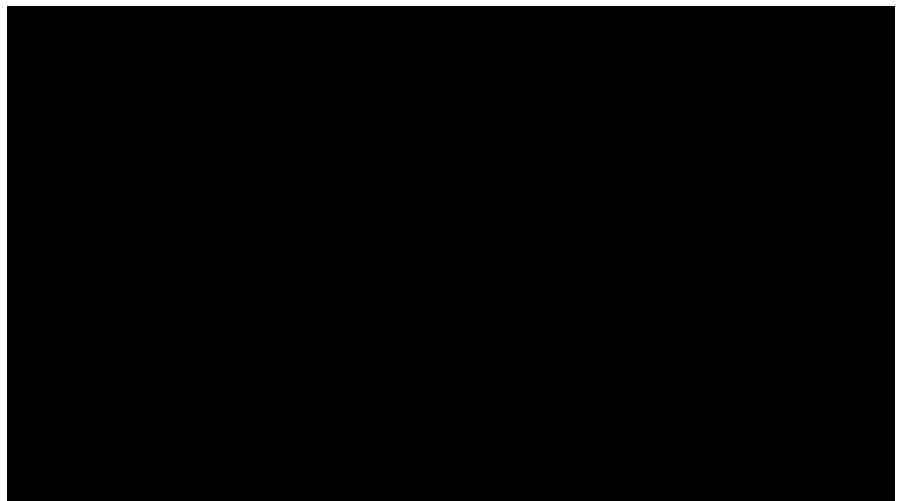


Q&A	
Details	
Type of work	Visit
Visit reference	██████████
Created by	██████████
ProntoID	Serkan Ucar - 17/1/1980 - Turkey
Subject CEPR	Unknown
Subject name	Serkan Ucar
Subject DOB	17-01-1980
Subject gender	Male
Subject nationality	Turkey
Created at geolocation	Easting 530515 Northing 408860
Time	21:57
Creation date	19-09-2025 21:57:46
Interview Details	
Interview type	
Interview location	
Interview location comments	
Language of Interview	
What language is the interview carried out in?	Turkish
Interpreter used?	Yes
Details of interpreter	██████████
Does the individual understand the interpreter?	Yes
Q&A	
what is your role here for this business?	I'm the owner of the business
hos long have you owned this business?	About 14 months
who is in charge of hiring staff?	I do
how many staff do you employ?	4 staff
How do you know ██████████?	It's my sons girlfriend

How long have you known her?	About 2 years
How long has she worked for this business?	Only when we are busy, normally weekends when we are busy. She is a student so she goes to school
When did she start working here?	I can't remember exactly about 5 or 6 months
When she works here what is her role?	She is like a waitress, she services, cleans, takes foods to customers, helps to bars
what days each week does she work?	Friday, Saturday and Sunday
how many hours does she work each day when she is here?	Depends on how busy sometimes, 3 or 4 or 6. If it's quiet she leaves there is no specific time. I am responsible for hiring staff but it's my son who tells her
so did hire her?	Yes
what right of work checks did you conduct?	Before I hired her I passed on her details my accountant and he confirmed she could work.
do you keep your right to work checks that you conduct when you hire new staff?	My accountant has everything, I send it all to him, I don't keep if he does.
how much per hour do you get paid?	I don't know my son knows, hours money pay he does that.
does she get a pay slip?	Yes
monthly or weekly?	Monthly
do you know how much she gets paid a month.	1 second- opened his phone and showed me a pay slip with her staff names and payments for August 2025. Payment showed 846.91 for August 2025 and she paid not tax etc.
do you have one for July?	Couldn't show me
do you have one for June?	No
Who trained her?	My son

Declaration

Interviewee signature (Serkan Ucar)



Observations

Observations No observations

Encounter	
Details	
Type of work	Visit
Visit reference	██████████
Created by	██████████
ProntoID	Ahmet Ucar - 1/1/2003 - Turkey
Created at geolocation	Easting 530513 Northning 408862
Time	21:22
Creation date	19-09-2025 21:22:51
Main Identity	
Identity source/type	Declared
Full name	Ahmet Ucar
Date of birth	01-01-2003
Gender	Male
Nationality	Turkey
Country of birth	
Place of birth	
Languages	
Languages spoken	English
Interpreter used?	No
Encounter	
Encountering officer	██████████
Is this encounter related to a Small Boats event?	No
Is this person the subject of the visit?	No
Prior to Schedule 2 examination, did you suspect an Immigration Offence?	Yes
Why do you suspect the person of an immigration offence?	Intel suggested there are illegal workers at the restaurant. Upon arrival a few workers inside. this male was working inside the kitchen. He said he father is his dependant.
Where was the person located?	Working inside the kitchen
Declared immigration status	Dependant leave to remain
How and when did the subject last enter the UK?	

Are there any vulnerabilities/ trafficking/safeguarding issues?	No
Are you taking enforcement action?	No
References (Person ID, HO Ref, Port Ref, BRP)	
Biographic search results	Systems checked Atlas Result of checks Dependant work permitted no public funds. Does the person have an open absconder status on Atlas Person Alerts? No Status returned by system checks
Photo of Subject	
Do you want to take a photograph of the subject?	No
Identity Documentation	
No documentation provided.	
Notes	
No notes entered.	
Management Checks Complete	
Date management checks complete	12-10-2025 13:56:14
Reviewer(s)	██████████

Illegal Working - Employer

Details

Type of work	Visit
Visit reference	██████████
Created by	██████████
ProntoID	Other
Subject CEPR	Unknown
Employer	Ahmet ucar
Created at geolocation	Easting 530514 Northing 408863
Time	21:46
Creation date	19-09-2025 21:45:52

Language of Interview

What language is the interview carried out in?	English
Interpreter used?	No

Employer Details

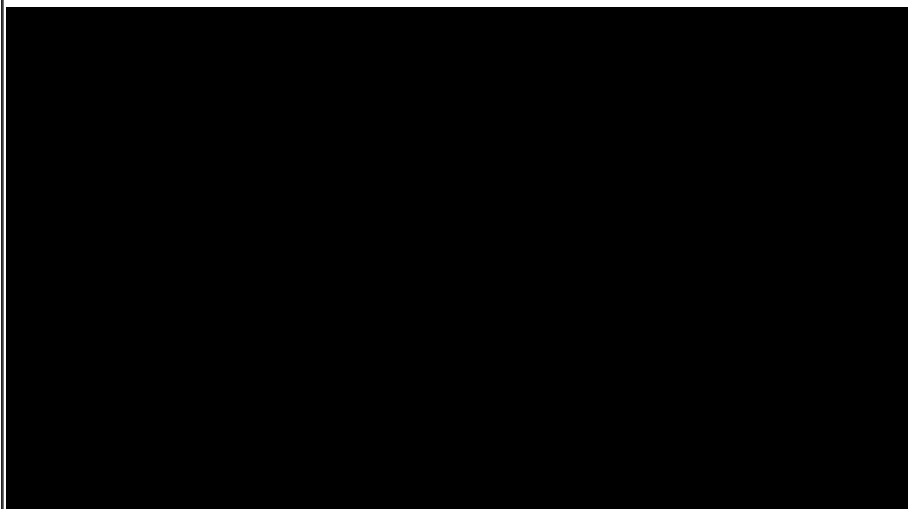
how long have you been working at Ankara Turkish restaurant?	1 year
what is your position?	Manager
how many managers are present st this restaurant?	Just 1
What is the name of the business?	Flys catering Ltd/ 06 Turkish Restaurant
how many staff have you got employed at this restaurant?	4 and sometimes my girlfriend
who is your girlfriend?	██████████
how long has █████ been working Ankara Turkish restaurant?	2 months
how often	Maybe Fri, sat & sun
how many hours a week does she work?	It depends
today what time did she start today?	5pm
what time is she due to finish?	9 tonight
immigration came after 9 today	Yes she stayed later today
why?	We were busy

does ana have a contract?	No
how much does ■■■ get paid?	Minimum wage
how?	Bank transfer
does she have a pay slip?	Yes
can you show me?	Yes - see freetext
what's ■■■ role when she is working?	She helps service
what does that entail?	Serving dishes for customers
what checks did you conduct for ■■■?	I got ID, Sharecode, papers and National insurance. I sent to our accountant.
what did your accountant say?	He said that ■■■ has permission to work
we have just confirmed with HO systems that ■■■ has not had her sharecode checked by your business	Oh
but you said you have checked her sharecode	The accountant did
so has your accountant lied about doing that check	Maybe
how did ■■■ find out about the job?	She didn't ask, she is my girlfriend and I asked her to help me out

Declaration by Employer

I confirm that I have understood all the questions and that the details are true and correct.

Signed by Ahmet ucar



Observations

Observations