



HM Government

# **Seasonal Workers Pilot 2019 Review - Appendices**

A summary of data used to  
inform the Seasonal  
Workers Pilot 2019 Review



# Contents

<b>Appendix 1 – Key Monitoring Data Summary and Comparison</b>	<b>2</b>
<b>Appendix 2 - Additional Insight and Comparison</b>	<b>7</b>
Recruitment data	7
Sponsor compliance rates	7
Issues reported by pilot workers	8
Pilot worker earnings	9
Work completed by pilot workers	10
Distribution of pilot workers	10
Geographical distribution of workers placed across the UK	13
<b>Appendix 3 - Annual Survey of Pilot Workers</b>	<b>14</b>
Table 17: Survey of Pilot workers results	15
Free-text Survey Responses	20

## Appendix 1 – Key Monitoring Data Summary and Comparison

Table 1 summarises the quarterly monitoring data reported by Pilot operators to Defra and Home Office across each quarter of the 2019 pilot. The 2019 column is a weighted average across the 3 quarters (Q1 is absent as the Pilot began in March 2019).

The weighting method for these averages is outlined in the final column. The weighted average was calculated by multiplying the data for each quarter by an assigned weight, then determining the sum of these figures to produce a total 2019 figure. The assigned weight for each data point was based on the relative spread of the weighting method (for example, number of visas issued) across each quarter.

Table 1: Quarterly monitoring data reported by Pilot operators, by quarter and 2019 total

Metric	Data/ Weighting	2019 Q2 Apr-Jun	2019 Q3 Jul-Sep	2019 Q4 Oct-Dec	2019	2019 Weighting Method
Visa approval rate <sup>i</sup>	Data	>99%	>99%	100%	>99%	*Number of visas issued for each quarter
-	Weighting	*(2,021)	*(408)	*(52)	-	-
On-time arrival rate <sup>ii</sup>	Data	82%	>99%	100%	85%	*Number of workers scheduled to arrive each quarter
-	Weighting	*(2,033)	*(398)	*(50)	-	-
Proportion of new placements which were transfers <sup>iii</sup>	Data	4%	44%	15%	16%	Not an average – proportion of total placements which were transfers
-	Data	<b>New placements: 2074</b>	<b>New placements: 804</b>	<b>New placements: 59</b>	<b>New placements: 2937</b>	-
		<b>Transfers: 92</b>	<b>Transfers: 355</b>	<b>Transfers: 9</b>	<b>Transfers: 456</b>	
Net transfers per region <sup>iv</sup>	Data	<b>Eng: +10</b> <b>Scot: -10</b>	<b>Eng: +127</b> <b>Scot: -127</b>	<b>Eng: +1</b> <b>Scot: -1</b>	<b>Eng: +138</b> <b>Scot: -138</b>	Not an average – total number for the year
Early leavers / Scheduled leavers <sup>v</sup>	Data	<b>Early: 42</b> <b>Scheduled: 0</b>	<b>Early: 271</b> <b>Scheduled: 54</b>	<b>Early: 207</b> <b>Scheduled: 2081</b>	<b>Early: 520</b> <b>Scheduled: 2135</b>	Not an average – total number for the year
Repatriation rate <sup>vi</sup>	Data	<b>N/A</b>	<b>100%</b>	<b>91%</b>	<b>91%</b>	*Number of workers scheduled to leave for each quarter

4 Seasonal Workers Pilot 2019 Review - Appendices

-	Weighting	*(0)	*(54)	*(2,081)	-	-
Placements per worker (mean)	Data	<b>1.05</b>	<b>1.15</b>	<b>1.00</b>	<b>1.07</b>	*Number of placements ongoing in each quarter
-	Weighting	*(2,074)	*(2,748)	*(2,092)	-	-
Average (mean) workers per grower <sup>vii</sup>	Data	<b>40</b>	<b>42</b>	<b>40</b>	<b>41</b>	*Number of growers being supplied in each quarter
-	Weighting	*(49)	*(57)	*(52)	-	-
Average (mean) hours worked per worker, per week <sup>viii</sup>	Data	<b>14.4</b>	<b>39.5</b>	<b>19.5</b>	<b>25.3</b>	*Number of workers at any time during the quarter
-	Weighting	*(1,982)	*(2,393)	*(2,083)	-	-
Average (mean) hours worked per worker, overall	Data	<b>N/A</b>	<b>206.2</b>	<b>463.6</b>	<b>457.1</b>	*Number of workers who left each quarter
-	Weighting	*(0)	*(54)	*(2,081)	-	-
Average (mean) wage rate per hour	Data	<b>£8.34</b>	<b>£8.79</b>	<b>£9.16</b>	<b>£8.77</b>	*Number of workers at any time during the quarter
-	Weighting	*(1,982)	*(2,393)	*(2,083)	-	-
Average (mean) earnings per	Data	<b>£1,437</b>	<b>£4,161</b>	<b>£2,145</b>	<b>£2,675</b>	*Number of workers at any time during the quarter

worker, per quarter <sup>ix</sup>						
-	Weighting	*(1,982)	*(2,393)	*(2,083)	-	-
Average (mean) earnings per placement <sup>x</sup>	Data	<b>£1,373</b>	<b>£3,624</b>	<b>£2,136</b>	<b>£2,498</b>	*Number of placements during the quarter (incl. transfers)
-	Weighting	*(2,074)	*(2,748)	*(2,092)	-	-
Dismissal rate <sup>xi</sup>	Data	<b>&lt;1%</b>	<b>1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	*Number of workers at any time during the quarter
-	Weighting	*(1,982)	*(2,393)	*(2,083)	-	-
Average (mean) age of workers	Data	<b>26</b>	<b>27</b>	<b>27</b>	<b>27</b>	*Number of workers at any time during the quarter
-	Weighting	*(1,982)	*(2,393)	*(2,083)	-	-
GP visits per worker (mean)	Data	<b>0.02</b>	<b>0.04</b>	<b>0.02</b>	<b>0.03</b>	*Number of workers at any time during the quarter
-	Weighting	*(1,982)	*(2,393)	*(2,083)	-	-
Hospital visits per person (mean)	Data	<b>0.00</b>	<b>0.02</b>	<b>0.01</b>	<b>0.01</b>	*Number of workers at any time during the quarter
-	Weighting	*(1,982)	*(2,393)	*(2,083)	-	-
Complaint rate <sup>xii</sup>	Data	<b>0.02</b>	<b>0.02</b>	<b>0.01</b>	<b>0.01</b>	*Number of workers at any time during the quarter
-	Weighting	*(1,982)	*(2,393)	*(2,083)	-	-

Follow-up rate for complaints <sup>xiii</sup>	Data	<b>100%</b>	<b>58%</b>	<b>100%</b>	<b>80%</b>	*Number of complaints for each quarter
-	Weighting	*(29)	*(36)	*(10)	-	-

Note: The data for Northern Ireland was provided by a single farm, so has not been included within this table, to conserve personal data protection.

Note: Calculations may not always tally due to the use of rounding.

<sup>i</sup> The proportion of visas which were approved by UKVI.

<sup>ii</sup> Note: Each operator measured the 'on-time' arrival rate differently, with one measuring late arrivals as anyone who arrived more than 7 days after their contracted start date.

<sup>iii</sup> The proportion of new placements which were the result of a workers transferring from one farm to another (as opposed to arriving on a UK farm for the first time). This excludes dismissals.

<sup>iv</sup> The net number of workers transferred into and out of each region of the UK.

<sup>v</sup> The proportion of Pilot workers who left the UK at least 14 days before the contracted end date of their final placement. This may be due to any unexpected event, including family bereavement, illness and dismissal.

<sup>vi</sup> The proportion of Pilot workers who were evidenced to have left the UK and returned to their home countries.

<sup>vii</sup> Note: This metric does not take into account contextual information on farm size or grower demand.

<sup>viii</sup> Note: These figures have been calculated by assuming each quarter is comprised of 12 weeks.

<sup>ix</sup> Figures have been rounded to the nearest pound.

<sup>x</sup> Figures have been rounded to the nearest pound.

<sup>xi</sup> The proportion of Pilot workers who were dismissed from a placement.

<sup>xii</sup> The proportion of Pilot workers who filed complains about a placement. Complaints may range from informal discussions with farm managers to formal complaints to operators.

<sup>xiii</sup> The proportion of complaints which were followed up by Pilot operators.



## Appendix 2 - Additional Insight and Comparison

### Recruitment data

**Table 2 - Seasonal worker visa applications by outcome**

Visa applications	Visas granted	Visas refused	Visa applications withdrawn
2,545	2,494	1	50

Source: Vis\_D01 and Vis\_D02, 'Entry clearance visa applications and outcomes', Home Office quarterly immigration statistics

Note: Figures relate to both Pilot operators.

**Table 3: Countries from which Pilot workers were recruited**

Country	Ukraine	Moldova	Russia	Kazakhstan	Georgia
Frequency	2250	179	47	3	2
Proportion	90.7%	7.2%	1.9%	0.1%	0.1%

Source: Quarterly Monitoring Data provided by Pilot operators

Note: Figures relate to the number of workers from each country supplied to farms by both Pilot operators. This differs from the visa figures, as some people may not have made use of their visa.

### Sponsor compliance rates

Table 4 sets out the operator's performance against Home Office performance metrics for the pilot:

**Table 4: Operator performance against performance metrics**

<b>Performance Metric</b>	<b>Operator Performance</b>
<b>At least 90 percent of the migrants an operator sponsors must successfully apply for entry clearance (a visa)</b>	99.96%
<b>At least 95 percent of the migrants an operator sponsors and are granted a visa must arrive at their place of employment</b>	100%
<b>At least 95 percent of the migrants an operator sponsors and who obtain a visa return overseas at the end of their stay</b>	99.8%

Source: Home Office sponsor and visa monitoring systems

Note: Figures relate to both Pilot operators.

## Issues reported by pilot workers

In 2019 the Home Office conducted 15 site visits to growers hosting pilot workers (23% of all farms that participated in the Pilot). This included 13 employers in England and 2 employers in Scotland. Of these visits, 6 were conducted alongside the Gangmaster Labour Abuse Authority. A total of 124 pilot workers were interviewed during these visits, the specific issues encountered are outlined in table 5.

**Table 5: Summary of issues identified by Home Office compliance visits to employers of Pilot workers**

<b>Type of Issue identified</b>	<b>Number of site visits</b>
<b>Contracts only provided in English</b>	7
<b>Minor accommodation issues raised</b>	4
<b>Health and Safety concerns raised</b>	4
<b>Additional expenses incurred by or charged to migrants</b>	4
<b>Reports of bullying and racism</b>	1
<b>Statutory Sick Pay not being paid</b>	1
<b>No issues encountered</b>	3

Source: Home Office compliance visit reports

**Table 6: Nature of complaints filed by Pilot workers**

Complaints	Working Conditions	Pay disputes	Other
Number of complaints filed	31	5	39
Proportion of total complaints filed	41%	7%	52%

Source: Quarterly Monitoring Data provided by Pilot operators

**Table 7: Reasons given for Pilot workers leaving their placement early**

Reasons for leaving early	Reached earnings goal	Working Conditions	Illness or Injury	Dismissal	Pay disputes	Other
Frequency	132	91	51	42	9	197
Proportion	25%	17%	10%	8%	2%	38%

Source: Quarterly Monitoring Data provided by Pilot operators

Note: reasons given in the 'other' category include: 'going back to university', 'visa expired', 'pregnancy', 'marriage', 'poor performance', and 'family issues'.

## Pilot worker earnings

**Table 8: Total earnings per placements**

Total earnings	Less than £2000	£2,000-£3,999	£4,000-£5,999	£6,000-£7,999	£8,000-£9,999	£10,000-£11,999	More than £12,000
Frequency	163	242	288	402	621	367	99
Proportion of placements	8%	11%	13%	18%	28%	17%	5%

Source: Quarterly Monitoring Data provided by Pilot operators

## Work completed by pilot workers

**Table 9: Total hours worked by crop type**

Total / Proportion	Soft Fruit	Vegetables	Salad, Legumes, other	Top Fruit
Total hours worked	1,090,655	557,962	174,170	114,972
Proportion of total hours worked	56%	29%	9%	6%

Source: Quarterly Monitoring Data provided by Pilot Operators

Note: In the case that farms grew multiple crop types (e.g. both soft fruit and top fruit), they were asked to select their predominant crop type. As a result, workers may have worked on multiple crop types, but their hours will have only been counted against the predominant crop type for that farm.

**Table 10: Total number of hours of work performed by all Pilot workers, by region and quarter**

Region	Q2	Q3	Q4	2019
England	252,553	898,538	438,431	1,589,522
Scotland	88,020	232,147	46,477	366,644
Wales	0	0	0	0

Source: Quarterly Monitoring Data provided by Pilot Operators

Note: The data for Northern Ireland was provided by a single farm, so has not been included within this table due to commercial sensitivity.

## Distribution of pilot workers

**Table 11: Number of placements per worker, by region and quarter**

Region	Q2	Q3	Q4	2019
England	1.04	1.13	1.00	1.07
Scotland	1.07	1.20	1.01	1.11
Wales	0	0	0	0

Source: Quarterly Monitoring Data provided by Pilot operators

Note: The data for Northern Ireland was provided by a single farm, so has not been included within this table due to commercial sensitivity.

**Table 12: Total number of workers, by region and quarter**

Metric	Region	Q2	Q3	Q4	2019
Total number of workers England	England	1,485	1,904	1,764	1904
Total number of workers Scotland	Scotland	493	474	313	567
Total number of workers Wales	Wales	0	0	0	0
Average workers per grower England	England	50	53	53	52
Average workers per grower Scotland	Scotland	35	31	22	29
Average workers per grower Wales	Wales	0	0	0	0

Source: Quarterly Monitoring Data provided by Pilot operators

Notes: No workers were placed in Scotland in Q3 or Q4, therefore data for these quarters is not available.

The 2019 figure reflects workers ordered/placed in Q2 only.

The data for Northern Ireland was provided by a single farm, so has not been included within this table due to commercial sensitivity.

**Table 13: Total number of workers by region, 2019 total**

Number/Proportion	England	Scotland	Wales
Number of workers	1905	567	0
Proportion of workers	77%	23%	0%

Source: Quarterly Monitoring Data provided by Pilot operators

Note: The data for Northern Ireland was provided by a single farm, so has not been included within this table due to commercial sensitivity.

**Table 14: Number of new workers provided through direct supply V managed models, by region and quarter**

<b>Region / Model</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>
<b>England - Direct</b>	404	194	20
<b>England - Managed</b>	1081	972	866
<b>Scotland - Direct</b>	97	0	0
<b>Scotland - Managed</b>	396	281	183
<b>Wales - Direct</b>	0	0	0
<b>Wales - Managed</b>	0	0	0

Source: Quarterly Monitoring Data provided by Pilot operators

Notes: 'Direct supply' refers to where operators provide workers directly to farms, with no other service provided. 'Managed' refers to where operators provide additional services to farms such as HR, Payroll etc. for a fee.

Total for 2019 not available without double-counting quarters.

The data for Northern Ireland was provided by a single farm, so has not been included within this table due to commercial sensitivity.

**Table 15: Number of workers accommodated off-site, by region and quarter**

<b>Region</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>
<b>England</b>	188	182	162
<b>Scotland</b>	79	74	50
<b>Wales</b>	0	0	0

Source: Quarterly Monitoring Data provided by Pilot operators

Notes: Total for 2019 not available without double-counting quarters.

The data for Northern Ireland was provided by a single farm, so has not been included within this table due to commercial sensitivity.

## Geographical distribution of workers placed across the UK

Operators reported supplying large numbers of workers to farms in South East England, East Anglia, and East Scotland.

**Table 16: Proportion of new placements which were transfers, by region and quarter**

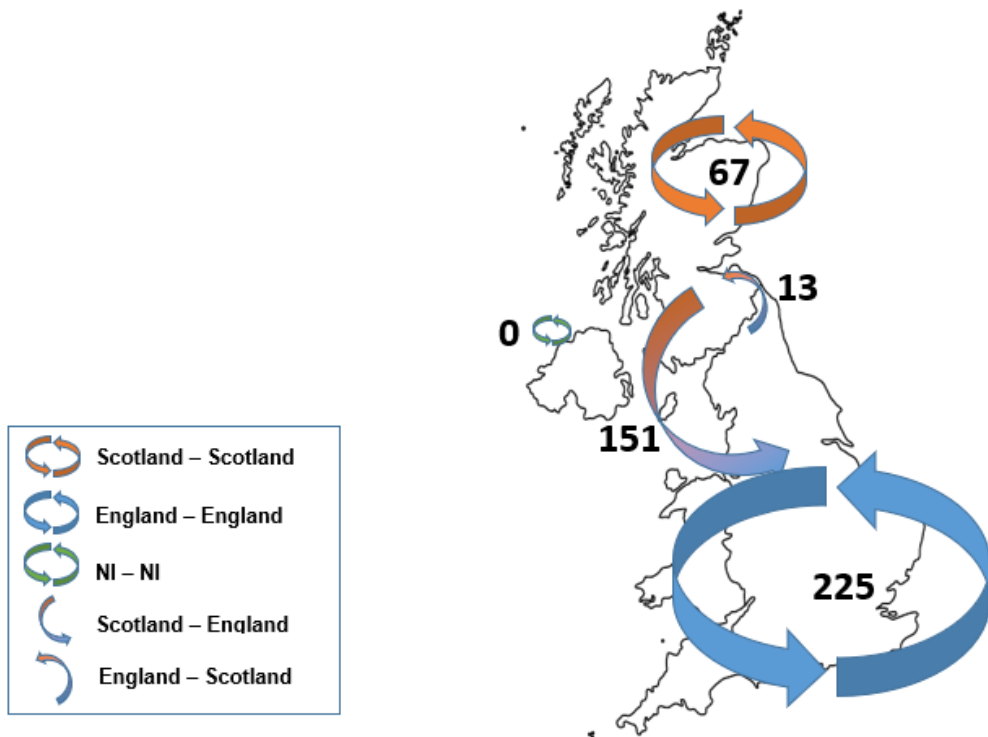
Region	Q2	Q3	Q4	2019
England	3.6%	41.0%	12.3%	14.4%
Scotland	6.6%	56.5%	100.0%	19.0%

Source: Quarterly Monitoring Data provided by Pilot operators

Notes: This is the proportion of new placements which were the result of a workers transferring from one farm to another (as opposed to arriving on a UK farm for the first time). This excludes dismissals.

The data for Northern Ireland was provided by a single farm, so has not been included within this table, to conserve personal data protection.

**Figure 3: Relative flows of transfers between regions (size of arrow represents number of transfers)**



## Appendix 3 - Annual Survey of Pilot Workers

In addition to the key monitoring data which was provided by Pilot operators on a quarterly basis, a survey of pilot workers was also undertaken to gain additional information.

- The survey was hosted online and a link to complete it was disseminated to all 2,481 2019 Pilot workers by the Pilot operators on behalf of Defra.
- It comprised 28 questions, covering both quantitative and qualitative responses. This included 6 free text fields to gain further detail on specific questions.
- 654 respondents responded to the survey, a response rate of 26%.
- Respondents were asked not to provide any identifying information about themselves or anyone else.
- Respondents were not asked which operator they were recruited by.
- Response percentages are reported to the nearest one percent, therefore totals may not equal 100%.
- The data from the survey of workers is not necessarily representative of all seasonal Pilot workers due to a number of limitations, including:
  - Self-selection bias, meaning that we do not know whether those who responded were more positive/negative in their responses compared to the wider cohort;
  - Language barriers, meaning that the detail of some questions or free-text fields may have been lost in the process of translation to and from Russian, Ukrainian and Romanian;
  - 26% response rate.



Table 17: Survey of Pilot workers results

Questions	Yes (Frequency)	Yes (Proportion)	No (Frequency)	No (Proportion)	Not sure (Frequency)	Not sure (Proportion)
Did you work on a UK farm through the Seasonal Workers Pilot in 2019? (627 respondents)	614	98%	13	2%	N/A	N/A
Have you ever done seasonal work on a farm (in any country) before? (628 respondents)	287	46%	336	53%	5	1%
Did you pay any fees to recruiters or recruitment agencies in your home country? (627 respondents)	54	9%	540	86%	33	5%
Were you made aware of the terms and conditions of your placement before you began? (625 respondents)	545	87%	59	9%	21	3%
Were you treated fairly by the farm managers you were placed with? (614 respondents)	430	70%	133	22%	51	8%
Were you paid fully for your work? (607 respondents)	512	84%	53	9%	42	7%
Were you paid on time for your work? (610 respondents)	587	96%	12	2%	11	2%
Did the Pilot Operator adhere to all contractual agreements you entered into? (609 respondents)	431	71%	115	19%	63	10%

If you fell sick or were injured during any of your placements, did the farm managers ensure that you received treatment? (600 respondents)	236	39%	109	14%	253	45%
Were you able to file complaints easily, if needed, on all of your placements? (606 respondents)	337	56%	120	20%	149	25%
If you complained on any of your placements, were the complaints followed up on by farm managers or operators? (592 respondents)	244	41%	107	18%	241	41%
Did you feel safe during your stay in the UK? (607 respondents)	542	89%	29	5%	36	6%
Would you work on UK farms again for seasonal work? (604 respondents)	412	68%	32	5%	160	26%
Would you recommend that any of your friends or family work in the UK? (603 respondents)	468	78%	48	8%	87	14%

Source: Survey of Pilot Workers, DEFRA

**Table 18: Age of Pilot workers (628 respondents)**

Age	18-24 years old	25-31 years old	32-38 years old	39 years old and older
Frequency	355	170	76	27
Proportion of workers	57%	27%	12%	4%

Source: Survey of Pilot Workers, DEFRA

**Table 19: Countries in which Pilot workers worked (654 respondents)**

Country	England	Scotland	Wales	NI
Frequency	495	138	2	4
Proportion	77%	22%	0%	1%

Source: Survey of Pilot Workers, DEFRA

**Table 20: How workers heard about the Pilot (645 respondents)**

Source	Frequency	Proportion
University	247	37%
Friends/Family	220	33%
Recruitment Agency	98	15%
Operator Website	64	10%
Online Forums	26	4%
Other	12	2%
Govt. Website	6	1%

Source: Survey of Pilot Workers, DEFRA

**Table 21: Why Pilot workers chose to work in the UK (647 respondents)**

Reason	Frequency	Proportion
Salary Level	398	62%
UK Cultural Attractions	362	56%
To learn about UK agricultural practices	278	43%
Working Conditions	172	27%
Living Conditions	165	26%

Recommendation of recruitment agencies	81	13%
Positive feedback from friends and family	91	14%
Positive feedback online	34	5%

Source: Survey of Pilot Workers, DEFRA

**Table 22: ‘How helpful were members of the farm’s support staff, such as translators and HR Staff?’ (636 respondents)**

Response	Frequency	Proportion
Very helpful	119	19%
Helpful	261	41%
Neither helpful nor unhelpful	135	21%
Unhelpful	42	7%
Very unhelpful	21	3%
Not sure	48	8%

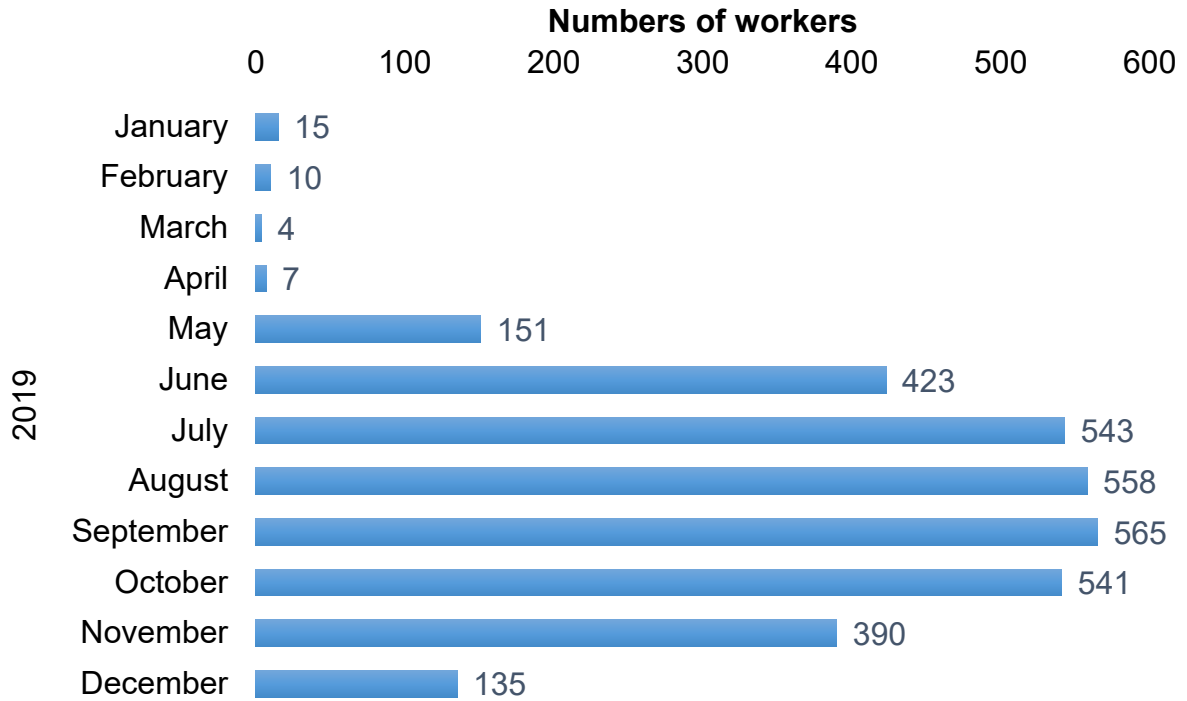
Source: Survey of Pilot Workers, DEFRA

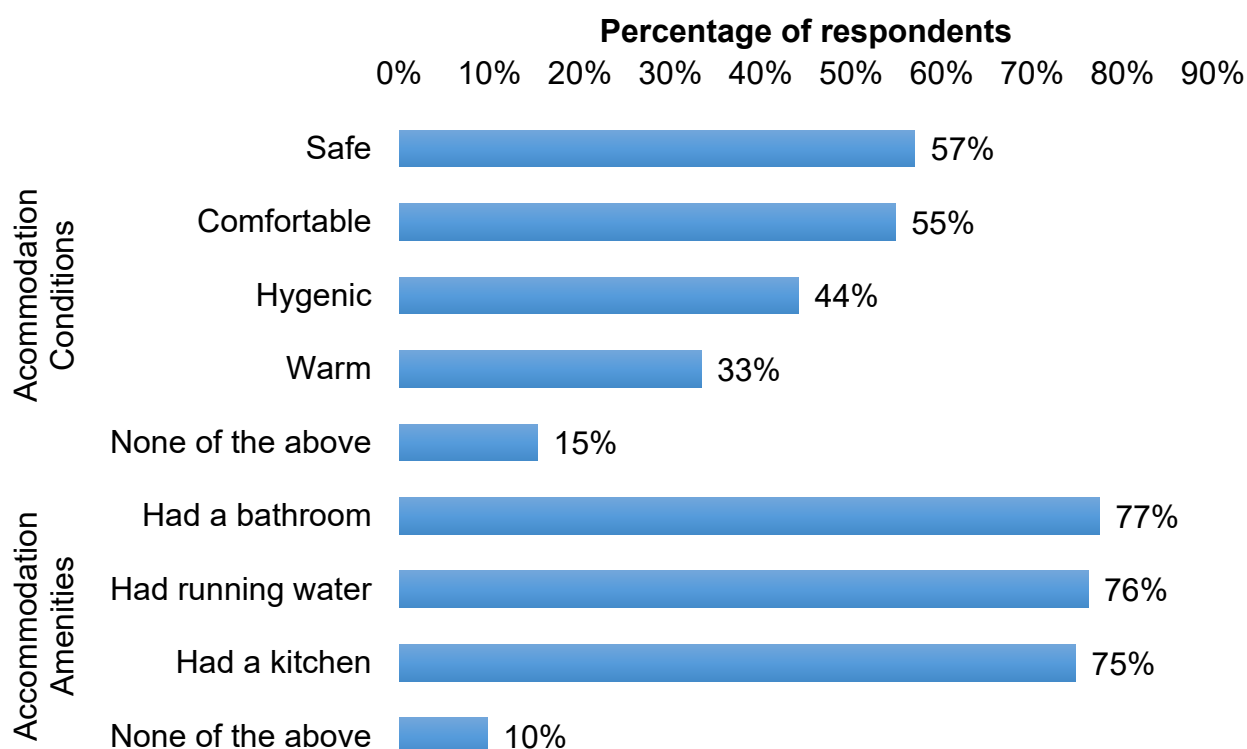
**Table 23: ‘Why would you work on UK farms again for seasonal work?’ (647 respondents)**

Reason	Frequency	Proportion
Salary Level	455	70%
UK Cultural Attractions	323	50%
To learn about UK agricultural practices	205	21%
Working Conditions	219	32%
Living Conditions	135	34%
Other	29	4%

Source: Survey of Pilot Workers, DEFRA

**Figure 4: Months in which Pilot workers worked in the UK**



**Figure 5: Accommodation conditions and amenities reported by workers (647 respondents)**

Source: Survey of Pilot Workers, DEFRA

## Free-text Survey Responses

Certain questions were worded as follow-up questions for respondents to clarify detail regarding the previous question. The responses given have been coded and categorised into groups of similar nature. The results are shown below. The numbers in the table indicate the number of responses in that category – not the percentage.

**Table 24: 'Did you pay any fees to recruiters or recruitment agencies in your country? If so what fees did you pay and what for?'**

Response	Frequency
Professional Services	6
Contribution to University	5
Training	5
Plane tickets	4
Visas	1
Unspecified	12

Source: Survey of Pilot Workers, DEFRA

**Table 25: ‘Were you made aware of the terms and conditions of your placement before you began? If not, which terms and conditions were you not made aware of?’**

<b>Response</b>	<b>Frequency</b>
Living conditions	15
Working conditions	12
Salary/Financial	7
Directions/Travel	2

Source: Survey of Pilot Workers, DEFRA

**Table 26: ‘Were you treated fairly by farm managers? If not, how were you treated unfairly?’**

<b>Response</b>	<b>Frequency</b>
Working conditions / Allocation of work	44
Racism / Discrimination / Rudeness	33
Pay / Financial	13
Living Conditions	7
Incidents/Safety	2
Unspecified	12

Source: Survey of Pilot Workers, DEFRA

**Table 27: ‘Did Pilot operators adhere to all contractual agreements you entered into? If not, which contractual agreements were not adhered to?’**

<b>Response</b>	<b>Frequency</b>
Pay / Financials	35
Working conditions / Hours worked	23
Living conditions	12
Staff support	3

Racism / Discrimination	2
Unspecified	3

Source: Survey of Pilot Workers, DEFRA

**Table 28: ‘Did you feel safe during your stay in the UK? If not, why did you feel unsafe?’**

Response	Frequency
Staff/Managers	4
Working Conditions	4
Other workers (alcohol/drugs)	3
Living conditions	1
Other/unspecified	3

Source: Survey of Pilot Workers, DEFRA

**Table 29: ‘Would you recommend working on UK farms to any of your friends or family? If not, why not?’**

Response	Frequency
Working conditions	15
Pay / Financials	13
Racism / Discrimination / Rudeness	11
Living conditions	7
Recruitment Agency / Operators	3
Safety	1
Unspecified	6

Source: Survey of Pilot Workers, DEFRA





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<sup>v</sup> The proportion of Pilot workers who left the UK at least 14 days before the contracted end date of their final placement. This may be due to any unexpected event, including family bereavement, illness and dismissal.

<sup>vi</sup> The proportion of Pilot workers who were evidenced to have left the UK and returned to their home countries.

<sup>vii</sup> Note: This metric does not take into account contextual information on farm size or grower demand.

<sup>viii</sup> Note: These figures have been calculated by assuming each quarter is comprised of 12 weeks.

<sup>ix</sup> Figures have been rounded to the nearest pound.

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