

Reference: 2025-075

Thank you for your email in which you requested the following information under the Freedom of Information Act 2000 (FOIA):

Home Office guidance issued in 2024 recommended that all employers conduct right to work checks on suppliers of contractors/staff.

What protocols does your organisation have in place with contractors, of any service, to ensure that right to work checks have been conducted?

How many contractors/staff did your organisation use from suppliers in the calendar year 2024 and how many right to work checks did your organisation conduct?

The number of instances in which your organisation identified that a supplier had not conducted appropriate right to work checks, for the years 2021 - 2024. A breakdown of the measures taken (suspension of contract, refusal to engage in business, sanction).

Response

The Serious Fraud Office (SFO) does not maintain specific protocols for conducting right to work checks on contractors' employees, as the legal responsibility for conducting such checks rests with the direct employer of the individual concerned.

The SFO uses systems when implementing such arrangements, which are thoroughly robust and compliant with all government requirements, including provisions that make clear the employer's obligations regarding right to work verification.

If an agency temporary worker, contractor, or consultant was found not to have appropriate documentation to work in the UK, any penalties would be the responsibility of their direct employer.

For the reasons outlined above, the SFO does not hold the information requested under questions 1, 2, and 3 of your FOIA request.