

SECTION 10

J – Sgt James Finn

N – Licensing Officer Nicola Bills

P – Parmjit Kaur

D – Duncan Craig

J - This interview is being recorded. I'm Police Sergeant 4613 Jim Finn from the Police Licencing Unit, please could you tell me your full name and date of birth.

P – It's Pam Kaur 22nd December 67.

J – Thank you, the other Police representative is;

N – Nicola Bills from the licensing unit

J – Also present is;

D - Duncan Craig, legal representative for Ms Kaur.

J - Thank you very much. The date is the 30th of July, 2020, the time by the recording device is 1459. The interview is being conducted in an interview room at Cannock Police Station. And the first thing I must do is remind you that you're not under arrest and not obliged to remain at the police station.

P - Okay, thank you.

J - There's a notice there that explains rights and entitlements but obviously you've got legal representation present. Mr Craig. At the end of your interview I'll give you a notice that will explain the procedure for dealing with the recording, and how you can have access to a copy of it, should you need to in the future. Okay. I'm assuming you're still happy for Mr Craig to represent you.

P - Yep.

J - Yep. Okay. Before we ask any questions, I must caution you that you do not have to say anything, but it may harm your defence if you do not mention, when questioned, something which you later rely on in court. Anything you do say may be given in evidence. Do you understand?

P – Yes

J – To the caution, thank you. Right. I just do a very brief overview of introduction, that doesn't apportion any blame but it just explains the reason why we're here. And that is there are a number of allegations that we'd like to put to you in relation to the management, and it issues at the Locomotive Public house which is in Burton Staffordshire. They range over several dates. So, what I would propose to do. Similarly, how we've done the disclosure to Mr Craig prior to the interview is do them in chronological order, starting with the oldest first to try and keep track of where where we go we can obviously at any point, we can revisit any, any part of it should we need it was that all right.

P - That's fine.

J - Ok, so, just so I can keep track of where we're going. So, the first date in question is the 7th of November, 2019. At that point, can you tell me what your roles were in relation to the premises?

P – As in the premises licence holder?

J - Yes.

P - Yeah DPS Yes.

J - At that time it, our records show that you held both of those positions at that time is that correct?

P - Yep.

J - Okay. The only reason I mention it is that it does change partway through.

D - All I say about that is that it not going to be in dispute as it's a matter of public record

J - Yeah

D - Yeah just to be clear, no issues going to be taken the applications went in, it took effect when it took effect.

J - Yeah, that's fine, it's obviously to some matters relate to peoples (Inaudible) position so that's the only reason I've covered it off. We will accept it's there so we'll move on.

D - Okay.

J - So, on the 7th of November, at approximately 1345 hours. There was a multi-agency visit to the Locomotive public house which involved a number of responsible authorities and other public sector employees, the police being one of them. Can you tell me where you were at that time and date if you can recollect please?

P - India

J - Okay, thank you. Who would have been in charge of the premises, at that point?

P - Would have been Mat Shaw, yes Mat, I'm trying to think.

J - I appreciate it is some time ago.

P - Yeah sure. Okay.

J - Yeah okay, I do appreciate some time ago but obviously as we all know events have made us postpone this haven't, they, what capacity of employment did Matt hold, if he's in charge?

P - He was the manager

J - Manager. Okay. There's a number of issues identified to discuss on the interview I'll deal with them separately. The first one, relates to Revenue and Customs matter, where they will say that they've seized some what they believe to be a non-duty paid goods consisting of shisha and molasses. Are you aware that those goods were seized?

P - Yes.

J - Okay. Can you tell me where those items came from in the first instance where were they purchased from?

P - From Dubai.

J - Okay, thanks, was that both the shisha and the molasses.

P - I thought shisha was molasses, I don't know I thought that's was the other name for it.

J - We were told that the two products, I've got an idea of what shisha is, but I'm told molasses, is not a product I've ever used is something that you mix with the shisha itself to moisten it or something like that. But we've just got a picture to hand what the goods were.

N – That's the goods that were seized, I believe molasses is like a wet powder.

P - But that's what I'm thinking in my understanding is what's in the containers, is the shisha.

J – Shisha yeah

P - And that is the molasses is that not correct?

J - Just for the purpose of the tape, tape, showing my age I do apologise for the recording. Obviously, there's a range of packages on what I believe to be the bar top in the premises. Is that right?

P – Yeah, yeah

J - So obviously that that's those collective packages contain two different substances but are both relevant to the taking consuming of shisha when you use it?

P – All I know is the start. It's whatever's in the box.

J – Yeah

P - Is what goes into the shisha

J – The pipe or wherever

P – Into the round pot thing that you put the cones on, that's all I know.

J – Okay, fair enough, just at this point of the recording, we accept, oh sorry you accept that your premises?

P - Yeah.

J - And do you accept that those goods are shown in your premises and those are the ones that seized proceeds to your knowledge.

P - Yeah.

J - Okay. The items came from Dubai.

P - Yeah

J – Who purchased them?

P - They were purchased by an employee of Solid Global. Because Paul's got an office in Dubai.

D – (inaudible) Paul is?

P – Paul is my other half.

J – It's alright

P – And he's got an office in Dubai, so he asked one of his employees to go out to get various different flavours.

J – Okay

P – Erm, that's what were shipped over and I've provided you with, copies of the invoice

J – There's some documentation we can have a look at that in a minute.

P – okay

J – We are trying to keep this with a structure to it so we will do that with pleasure and just for further clarity for the recording to enhance what Duncan said, obviously, Paul, use the phrases your other half, I'm believing that to be Paul Lalli.

P – Paul Lalli, yeah.

J - Okay. Does he have irrespective of legal title such as premises licence holder or DPS. Does he have any business interest in the Locomotive?

P – A shareholder.

J - A shareholder, okay, Right. So, was it Paul that made the request to the employee with it being his company?

P - Yeah, because they were sitting in Dubai so it just made sense. This is going back to 2017 I think

J - I'll get the paperwork whilst you're talking if that's ok

P – I believe he said to them just go out to a shisha shop and get some various flavours and they arranged for the shipment to come to the UK.

J – Okay. Thank you. Just for everybody's reference and the recording, I've just got a selection of paperwork to refer to the top document is an email from Duncan to myself making reference to attached documents that you've just been short referred to so that's what I'm looking at at the moment. So that's just like covering email. And then, there is a receipt. Which, please do excuse my pronunciation. With the heading of Golem Ali on there looks like a numbered what I would describe how I would describe and I'm not saying it is but how I would describe it is like a handwritten cash receipt. Is that what it is or do you think it's something different?

P - Well, I didn't go to purchase it but this is the invoice that was provided to TNT along with the goods when they were shipped.

J - Okay, that's fine. So, it's certainly got a relevance to the procedure here. Okay and then obviously you've made reference to the business that Pauls got.

P – Yes

J - Can you just, just say the name of that business again for me please?

P – Solid, Solid Systems.

J - Yeah, okay, I just wanted to double check I'm showing you on your piece of paper. So, that's a commercial invoice for Solid Systems, I think it does say global underneath but it faded a little bit in the copying. Does that look familiar to yourself; it was one of the documents that Mr Craig sent to me?

P - Yeah, yeah that's what we provided to Duncan.

J - Okay, That's fine. In relation to the products, the items, the shisha, they do require duty to be paid on them. Who do you believe paid the duty on that if you have any knowledge?

P - Okay, this is where we're confused as well.

J – Okay.

P - Because the goods were shipped over in 2017

J – Yeah, I can see the date. Yeah, I accept that.

P - I don't know when they arrived in the UK because they would have gone to the company address.

J - If there's an address there Derby. Is that the one you are referring to? Okay

P - They've obviously arrived in Derby and they've been, someone's brought them to the bar. I don't even know who, they've turned up at the bar. So, my understanding from previous purchases when we've purchased things like speakers from abroad and whatever is that normally that invoice for duty is sent to you and then the goods are released. So, with the goods just turning up I'm assuming that everything's fine and they've turned up and any invoice would have been sent to Derby address and when you guys came in November.

J - November, if you are referring to this visit yes.

P - The multi-agency thing that we started looking for obviously because HMRC wants the duty invoice whoever would have received it in 2017 was no longer at the company.

J - Okay

P - So we didn't have that person to ask anymore have searched through the records. We even contacted TNT in Dubai, to see if we could get copies of the duty paid invoice, and they said to us that they only keep records for two years.

J - Okay

P - And as this was over two years, couldn't provide you with anything more.

J - Okay. That's quite a lengthy explanation. Thank you. It's just a couple of bits that I'd like to clarify it, and it might be that are misunderstood you so, so, but I didn't want to interrupt. Obviously when you mentioned that the speakers and things and you get an invoice and then they released, well that's that's usually because they've been stopped, as they're entering the country by customs and customs are happy for them to be released if the duty is paid on them.

P - Yeah.

J - So, at the customs end, if that had happened, there would be a record, I would say, because they want to release them until that duty paid

P - But is it TNT that provided the invoice because I paid, for example, I don't know I can't remember who it was, say, the DPD or DHL or something like that.

J - Yeah

P - They sent me the invoice, and then I paid that invoice and then the goods were released, so, we I'm assuming its TNT would raise the invoice and give it to.

J - Okay.

P - Derby. I don't know because I don't know is the answer to.

J - Okay, I suppose the point the point I am trying to make their mind. I aren't making assumptions in isolation there's obviously been dialogue with with customs, not just by us but by yourselves, obviously.

P - I've spoken to TNT as well.

J - But obviously, what customs are saying is there's no duty paid on the goods. If they had been stopped, as they enter the country, which you do hear about people import DVDs, video, showing my age again, DVDs, CDs, other items like the speakers you mentioned. They get stopped at customs, customs send the duty request notice out, providing the duty request is paid, they then release the goods, that's that's the process. Even if you don't know who has paid that duty. If customs had stopped them. There would be a record that they've been stopped, and that somebody whether it be from the

company or TNT or whatever, would have paid the duty and that, obviously, customs are satisfied that that hasn't happened. So, so, our thoughts are, which is why in part you are here is that there are non-duty, paid goods.

P - I can't say whether they are or they're not because.

J - But you haven't paid duty.

P - I personally haven't no because it wouldn't have ever come to the bar. So, they arrived at the bar.

J - Yeah

P - When they arrived in the UK

D- They Pam? The goods?

P - Yeah the goods

J - That's fine thank you.

P - My understanding and Pauls understanding is sort of like, it wouldn't have been released if the duty hadn't been paid. Because it says on their on your commercial invoice.

J - Yeah.

P - Tobacco, Shisha tobacco

J - I'm just passing it over so you can have a look

P - So I don't know is the answer and and when we contacted TNT, they wouldn't provide us with anything more either.

J - No

P - Can't see wrong glasses

J - And I accept TNT for their record keeping that may not be able to provide an answer but that's why we look wider than just private enterprise: HMRC, they can't find any record either and they're happy to take the action that they did, because they are saying there's no duty been paid if they had been stopped customs would have a record.

P - I don't know.

J - Okay. Just, just still referring to this commercial invoice there is some and it is a small printed part, to be fair, obviously, I'll just describe what he says that he's commercial invoice headed paper documents Solid Systems Global with the Derby address, phone numbers, emails, etc. This Solid Systems Computer Services limited and then it has got shipment ID and some other bits and pieces but then in additional comments, it actually does say flavoured tobacco I don't know if that's what you were looking at?

P - Yeah

J - So he's got he's got coals and flavoured tobacco and obviously the tobacco is the bit of interest for this purpose, of course, it says all items are spare parts for temporary internal support purposes, and are not, not for resale items have no commercial value, value declared is for customs and insurance purposes only. Okay. If you want to read it, you're welcome to keep seeing the document Mr Craig, are you happy with that's what it says.

D - Yeah.

J - Okay. And then obviously you've got the original ones anyway. So that makes life a bit easier. I suppose that obviously that statement says they've got no commercial value and are not for resale. Well obviously, customs take on it is, and obviously our take on it as your premises does sell shisha for consumption, doesn't it?

P - Yes.

J - So, again, this document might be seen as misleading, which is why it's come through customs, now I'm not saying you've completed this document for a second

P - Yeah

J - But it's part of the, the wider picture. So, where I'm going with it is I'm not refuting that you may not have sight of the goods as they travel from A to B, but what I'm saying is, there's no duty been paid on them because you've said, you believe they've been stopped. I'm saying, if that had happened, customs would have had a record. And if that had been the case, they would have returned the goods to you, which they refused to do didn't they.

P - Yes. I think so yes.

J - Well have you had them back?

P - No I haven't had them back no.

J - So, so, what I am saying is its non-duty paid.

P - But what I'm saying is, is that I wouldn't have known until we started looking for records in November 19, that stuff like, you know, we couldn't

D - When was the first time you saw that Pam?

P - In December

D - of?

P - 2019

J - After the visit?

P - After the visit when we started trying to find all the documents.

J - Okay.

P - So, we had no knowledge.

J - Okay.

P - Because to us stuff like you know, as far as and and I've talked to Paul about it as well obviously we've been when all this was raised, is that, as far as, you know, and with his dealings he's forever shipping things forward and backwards

J - Yeah, I accept that

P - As he has a global company.

J - Yeah.

P - And even as far as he was aware with the goods arriving he would have thought that if the, if there was any invoice because I don't know, I'm not saying there is or there isn't it would have been paid by global because they would have received the invoice and the goods came straight through.

J - But that's the point you just hit the nail on the head. If the goods have come straight through

P - But we don't know this do we?

J - Well, what I'm saying to you is the relevant government authority being Her Majesty's Revenue and Customs are saying there is no duty paid on those goods. There's been an opportunity. Opportunity beg your pardon for that to be disputed and by yourselves and it has not been done successfully because they've got no record of the duty being paid.

P - And we can't find no record.

J - Exactly.

P - Yeah, but that's because we would assume that TNT would have had the records, but as they don't even keep records of that shipment even coming into the country. We've got nothing. That's just what we managed to find.

J - Okay. Well, let me split it to the last bit into two parts because further to the conversation during disclosure, for ease under section 144 of the licencing Act. The Locomotive is a relevant premises.

D - Yep.

J - The positions that Pam holds or held at that time, are relevant positions.

D - Yep.

J - Are we saying that you don't know. No let me reword that, apologies. Are you saying duty has been paid or you don't know, because I'm saying it hasn't.

P - I'm saying I don't know.

J - Okay. And looking at it from a due diligence perspective then bare in mind you hold these positions. What, what steps did you take to check bearing in mind they are for sale on your premise. I don't mean subsequently are never seized on about, you know, as you import stuff in.

P - I've assumed, that as the goods have arrived, that any duty would have been paid. You know, I've not been I've not undertaken any checks or anything right if that what you mean.

J - Yeah. I'm trying to find out what we've done or what, or not.

D - When you say due diligence there's no due diligence defence to that section there is just in general. You mean in general terms?

J - Yeah

P - Because I have got past experience where stuff like you know, where I have been invoiced before

J - Yeah

P - And there's not released until, that's been paid, because that's come through and they've landed up at the bar, I've assumed that it's all been taken care of.

J - Okay

P - I've personally haven't gone back to check up on whoever to say, was there any duty paid because they've arrived.

J - Okay. If the goods. Sorry, if TNT had paid the duty, which I don't believe they will have done.

P - I'm saying TNT would have raised an invoice.

J - Yes. Yeah.

P -When the goods came here.

J - Yeah

P - Before they were, and then the invoice would have had to be paid before they were released.

J - Okay, irrespective of TNT's record keeping, and I'm not business person, but how long does Paul keep his records for because if the invoice has been raised to the, to the business and they've paid it.

P - Yeah

J - Because he's managed to produce this document from back then, but, obviously if it

P - Yeah cos that was the guy in Dubai was which one you're looking at,

J - Sorry the commercial invoice. Yeah.

P - Yeah because the guy from Dubai had that

J - Yeah

D - I mean, to be fair Paul's not here he's not

J - No I accept that I accept

D - He can't be charged for the 144 offence

J - No, no he can't, and I'm not trying to find somebody who's more culpable but I'm trying to do is either find an avenue to either support Pam's explanation or, or if it can't it can't, you know

P - And the only reason why I think is, I don't know, I mean I'm just assuming I'm just guessing now. I mean, I can guess away really, but I'm assuming that it wouldn't be in Pauls records because it's not something for his company.

J - No its gone through his company. So obviously there's a financial implication that potentially if it's been bought through the company. And I'm not a fraud squad officer, but that that shows the way in to the country

D - I can't see the fraud squad being too interested in the invoice to 292 quid to be fair

J - Neither can I but everybody has down time don't they

P - I don't know all I know is that they turned up and I just thought everything was hunky dory, to be honest.

J - Okay. Okay

P - It didn't even occur to us

J - Okay. I mean obviously subsequent to the statement that was provided by the customs officer.

D - Yeah

J - Obviously, he gave this isn't a secret he gave notification that they weren't returning the goods which we talked about haven't we so this this just sort of basically ratifies that conversation so it shows that we've got something to go off. So obviously, he's made reference. Where the goods were seized from that that's not in dispute. There was no, the appeal was internal review against the seized goods they concluded Pam Kaur had provided no proof that duty had been paid and as such, upheld the decision to seize the goods, second review was in relation to this decision not to restore the goods

and I'll just pause for a moment and this is the bit, which sometimes happens as well, when stuff gets stopped when it's imported like your DVDs, CDs or whatever and decision was not to restore the goods and then in brackets, sometimes we do this for the fee, which is obviously the duty to being paid again that the decision was upheld not to be restore them so they didn't, but my point is that there is no record, anywhere by anybody of the duty being paid and if customs had stopped it, which is what you're assuming, if I can use that word in your explanation, they would have a record. Because

P - I don't know the process. All I know, one I dunno or two maybe where I have been invoiced for duty paid it, and the goods arrived and because this is, you know, we thought about we just assume that if there was an invoice it was paid and the goods arrived, I don't know.

J - Okay, I mean, people can make assumptions. A lot of the time, they're right, there are times that sometimes they're wrong. Obviously, they can maybe make assumptions on, obviously, a limited amount of knowledge.

P - Yeah, I don't know the process so it's only now that after this after the raid, that we started all started talking to Paul about to (inaudible) and talking to Duncan and other people. But I still, even today I still think or thought unless you are going to correct me now that this duty invoice from on the carrier.

J - I personally, and I'm not from customs but have personally have never known the carrier pay the duty unless the duty was part of the carriage costs

P - The carrier sends the invoice

J - But what

P - I don't know, because I still don't know the process.

J - Okay, an invoice from the carrier, i.e. the person that transports the goods is usually for that service.

P - Yeah it was TNT

J - As opposed to paying the duty. And obviously, just coming back to making of assumptions. People can make assumptions were

P - Were the only reason why I assume that is because whoever it was DHL or DPD now whoever carried the speakers, because that's the one I can remember definitely.

J - Yeah

P - It was them who invoiced me.

J - Okay

P - Not HMRC. So that's why I'm stuff like now, even more confused.

J - Okay. I'll carry on with where it was going obviously yeah you know you say you say you're confused, I'm not here to say you aren't but people become a few confused when they got a limited knowledge of legislation, how processes work, their responsibilities would you agree that that when people can come onto those sorts of scenarios and wider scenarios of course

P - If you've not experienced something, or never been stuff like I don't know if you don't have the knowledge or don't know where to go, then you are gonna have limited knowledge, aren't you.

J - Yes, I would totally agree. Absolutely I would. But I would suggest that you've got more knowledge than than a lot of people.

P - No because, no because

J - Okay, I'll explain

P - Okay you carry on then

J - Okay you ask your question again I'm all for having communication.

P - Okay, so say they came and say TNT have brought him into this country they've turned up.

J - Yeah

P - Right. I need, I want to pay the duty.

J - Yeah

P - Yeah. Where do I go, I don't even know where to go.

J - Okay. Well, if you had a bill for duty, it will tell you how to do it, because the duty

P - I'm saying you're suggesting that the duty hasn't been paid

J - Yes right.

P - So, they've turned up and are here in front of me. I want to pay the duty, where do I actually go to pay the duty.

J - Oh you contact Revenue and Customs

P - Who, the only, who.

J - Well, I wouldn't know who it would be by a specific specific individual but the the agency you would contact to pay outstanding duty will be revenue and customs.

P - Yeah.

J - I can't give you named individuals

P - No no no I'm not saying a named individual, but you, you try googling how to, where do you pay your duty where do you contact there's hardly anything. There's very limited information because that's what I've been doing. And I don't know, and I still to this day, wouldn't even know if I ordered something today, I don't know, say from America, and they turned up here. And I'm thinking, do I have to pay duty on this or not, I still don't know who to contact.

J - Okay.

P - Yes, I can ring up Kirk Highland whatever his name is now. But, like, you know, a normal person in you know who has very limited knowledge, I've never done this before in the past.

J - Okay

P - So I wouldn't know where to go or who to contact I know, you know, and googling on the HMRC website it's all about Inland Revenue and yes there's things about what is duty liable for and things like that, but I couldn't find a number to contact or who do I contact.

J - Okay.

P - Or where do I go for help. Even when I asked you Duncan is was like where do you go.

D - I'm just to be clear for the record Pam in terms of your perception of that of those goods, what was your view on the duty position when they were in the premises What was your.

P - I thought it was all fine because they came straight through.

J - Okay.

P - And stuff like you know if there was an issue, I'm sure Solid Global would have dealt with it because that's what they do.

J - Exactly, I'm absolutely good with that and the point I was making earlier was if they have dealt with it there would be a record

P - But someone obviously stuff like has received these goods and they've just bought them to the Loco

J - Okay. Just moving it on slightly. Obviously, think and if I heard it correctly a number of times you've used the phrase a normal person. Is that right?

P - Normally yes

J - Yeah, okay, but a person with an average amount of knowledge in that area is what I would call normal. Okay. I mean, obviously, there's a number of things that stand out to me around that. One is obviously you've previously been a licencing officer haven't you yourself a licencing compliance officer?

P - Yeah

J - Which obviously part of this dependent on which role you're actually undertook, I would suggest would form part of those duties would it not?

P - What are you asking me this for sorry?

J - Well, compliance around this area of legislation would that not have been part of those, those duties?

P - Small a very small part

J - Okay, but that but that's certainly more than a normal knowledge that a normal person would have unless they've undertaken that role.

P - Yeah, yeah

J - Yeah.

P - Licencing applications, yeah

J - Okay. And then, obviously

D - She wasn't a customs officer

J - Didn't say that, I didn't say it up so I accept that

P - Licencing applications because that's what I dealt with yeah.

D - Was it mainly taxi, as well?

P - Yeah, 90% of my work was taxis.

J - Okay. Okay. Obviously, non-paid duty is a fraudulent act and can be dealt with as such.

D - But only if it's done dishonestly there has to be dishonesty for fraud.

J - Yes, yes, and

D - I'm talking invertedly not paid, see. That's not dishonest.

J - And I'm not going down that Pams dishonest, or committed a dishonest act because that's not what we're here about what I hear about Section 144 of the Act

D- Yep

J - Not fraud, but so that that's clarified now

D – you mentioned the F word (inaudible).

J - That's right, but obviously, again we talk about people's people's knowledge and obviously you're qualified counter fraud officer aren't you?

P - Benefit fraud that was

J – Okay, but it all gives greater knowledge about people's responsibility and accountability than the people who haven't carried out those roles would have

P - that's got nothing to do with duty paid or anything like that I wouldn't have been able to start that was a lot of people who claim Jobseeker's allowance or.

J - I'm not saying you would have done it in that role. What I'm saying is, it's still greater awareness of what people's responsibility should be, because you've carried out a role that looks into potentially fraudulent activity that other people other people wouldn't have

P - Not necessarily because anyone if you know that you're making a claim for benefit and you shouldn't be you know that you're doing something dishonest.

J - Yes, but not everybody knows how to investigate it. That gives you a greater level of knowledge than other people because it's a qualification

P – It's just experience taught. It's not, it's not a qualification taught on what what to what what the job entails. So, you only taught to (inaudible). You know, what do you look at sort of like, now what do you need to prove to prove that this claim is fraudulent, and that was more. And that was five colleagues.

J - Okay, so that was the Council, Local Authority colleagues or benefit office colleagues,

P - Yeah. So, it's stuff like not like any kind of like qualification, there's no qualifications.

J - Okay. Did you get training in that from anywhere else, or just just where you said?

P - Just for there.

J - Okay. The reason reason that I ask that now that you've expanded on the viewpoint that I was putting across there's a document here that was submitted. Some time ago, which I'll just show you. Do you remember that it was I believe Duncan before you were involved with Pam as your client went on to submit it by Poppleston Allen?

P – CV yeah

J - Before you turn over, because obviously you just said you didn't get any training anywhere else and it wasn't a qualification but got 2002 accredited counter fraud officer at the University of Portsmouth.

P - That was just like a two day in house erm training thing. Same as someone comes in to do, I don't know like stuff like an overview of the gambling. That was something else that I did when the gambling legislation came, I can't think of what it is now, so, it's like just classroom training, when you're sitting with your colleagues and you just someone's in front of you telling you, they were probably from the University of Portsmouth because obviously a got that from the certificate, but it's not like a qualification that I did where I had to go away and study for it.

J – Okay. But either way, that's still more knowledge than

P – But it was very job specific it was more about the applications

D – The difference between somebody, claiming income support and not entitled and somebody smuggling loads of any any products into the countries are wholly completely different.

J – I accept that I accept that, but what I'm saying is, people have different levels of knowledge, and obviously Pam, refer to what a normal person would have and I know and lot of people in a lot of people won't have the additional knowledge that Pam has got, which obviously then

D - Or I am a grade two prosecutor I don't understand what happens with customs and duty when it comes into the country so

J – But this isn't you interview is it?

D – No it isn't

J – So I appreciate the addition but it's more what Pam (inaudible)

P - Yeah, but you still only have knowledge. If you've dealt with it or come across it in that line of work but I would never have come across something like that

J - But it would give you. Okay. Yeah, and I accept that. The point I'm trying to make is you've got a greater awareness and knowledge and other people may have. And also because of that greater awareness and knowledge. I would suggest it would allow you to have a wide wider field of knowledge of who to contact when there might be a concern over not paying duty or. The other option is it's been bought from Dubai it's come straight to the premises this cause the duty hasn't been paid and nobody's made any effort to do so. That's the stance I've got.

P – Okay, so I've just explained to you.

J - You've given me an account

P – Yeah

J - But I'm not necessarily saying that that's for us, is a satisfactory one I'm not saying you've got to give another one.

P – No, no

J – But, but obviously

P – But that is what happened, I wouldn't have any knowledge at all about whether where there was an invoice where it was paid or what. All I know is that Paul asked such and such in Dubai, get the tobacco, ship it over. He managed to provide us with that to show that, yes, there were purchased in Dubai, and two years two months later, and obviously stuff like you know questions have been raised about the shisha.

J – Yeah

P - And all this time neither myself or Paul had any reason to doubt whether or not the duty has been paid

J – Fair enough but I would say this is a statement to try at least clarify the position more than question so you're not obliged to respond. But I would say, if you can produce one document that shows it's come in the country. If the duty has been paid at the same time, If it had, I think it would be reasonable to expect that that document could also be produced, but it hasn't been, there's been opportunity to through proceedings with revenue and customs. Obviously, this interviews been lined up for quite a

while and we've discussed roundabout reasoning for the interview without necessarily getting into finer detail. So, there's been opportunity to produce that document. If duty had been paid, that it hasn't been and customs are saying it hasn't been paid so for me, duty hasn't been paid on those goods. They've been found on your premises and you knew they were there, that's what I'm saying.

P - Yeah, I'm not disputing I knew they were there, but I don't know, and I still don't know if the duty had been paid or not because with the other enquiries that we've made we don't know

D - Section 144 isn't ought to have known, it's its actual knowledge

J - Yeah

D - And some some offences are ought to have known.

J - Yeah. But by the same token, just because it's not admitted doesn't necessarily mean it won't progress that that's the other option, isn't it, not saying it will but but , I accept, accept that point. Okay. Is there anything you'd like to say on that point?

D - The only things from Leicester Pam, do you just want to touch on that because?

P - Yeah, because there was the obviously the tobacco that came from Dubai and there was some other stuff. So enjoyitts and there was something else that I can't remember the names, and they were purchased from Leicester. Now when I raised that with inland revenue. I lost, and I gave the

J - Do you mean Revenue and Customs?

P - Yeah

J - Yeah, it's alright it's just so I know who we are talking about

P - Mmm and provided them with the details, the name and address. Obviously, we've just gone to. And again, this is something new, we've never ran bars before myself and Paul. We've gone in 2016/17 when, whenever you've got an invoice there from JL Hosel purchased these flavoured

J - Yeah, shishas

P - Shishas and whatever they are and paid the price that they asked for. And I wouldn't know how much the value of that is because in their report or their response to me. They were saying that they didn't believe that that was right or something about the value of it and. But then, I wouldn't know how much it is because I don't. We looked for the cheapest product. So, what I'm getting to is that I said, you should go and pay him a visit because that's where I actually went and purchased it from. And, and question them about the duty side of things because I've gone to a UK company.

J - Yeah. For some of the stuff.

P - Yeah

J - To be fair, I'm conscious, with there two elements to that so I'm not focusing on the Leicester stuff at all good fit for this, this is what we're looking at as where stuff has come in the country. Because I accept that if you bought it from a UK recognised retailer or wholesaler depends on how it's done. You've purchased it in good faith if nothing else, haven't you, I would accept that

P - Yeah cos that's what we do.

J - Oh, I would accept that stuff that's coming from Dubai is a different issue

D - (inaudible)

J - Okay. Right. Okay, I suppose, explain my rationale. Because of the circumstances the stuff that's coming from Dubai. And what we discussed about my stance would be is that you knew no duty was

paid on the stuff that Dubai. Appreciate that's not what you're saying, well, that's the that's the Police position, at the moment, we will park that one there and move on unless anybody's got anything to say.

D - I mean, Pams position is you know, she simply didn't know. So, yeah.

J - Okay. Okay. Is there a point you'd like to make Nick?

N - No, just to clarify, you just mentioned that you or Paul had never ran a bar before, what about the Cardamome Club in Derby? Was that something that was ran prior to the Loco?

P - Nothing to do with me

N - Paul ran that one, didn't he?

P - e was, no, not, yeah, I don't even know who ran it, to be honest.

D - When you say ran?

P - Are you talking about who was the licence holder, DPS

N - It was just you mentioned you had never ran

D - There's a difference between owning a place and running a place for example so

P - Yes but Paul owns the Locomotive but he doesn't run it does he?

N - Okay

P - Okay, so he might have been a shareholder, I don't know to be honest

J - He doesn't own the building, though does he?

P - Which one?

J - The Locomotive

P - No

J - You own the business? He owns the business just to clarify, okay.

N - What what date did you come back from India.

P - When?

N - After this, the seventh of November, when you were in India. What day did you return?

P - 20 21st something like that, the evening of the 21st

J - Yeah, it's just a squeaky table, it's just gonna apologise for

N - (Inaudible)

J - Are you ready to move on, or are you?

D -Just looking at something so, go on, thank you

N - Yep, still sticking with the seventh of the visits, that was done on seventh of November, myself and PC Gallimore after HMRC had finished their part of the visit we then did a licencing check. So just to go have you, where's the licence gone?

J - Oh I've just put it away beg your pardon I was trying to tidy up the desk, there you go sorry, my fault

N - You're aware of all the conditions on the licence I don't need to go through.

P - Yeah

N - Okay, just specifically a couple, we went through all of the licence, you know, in fairness, the majority of the licence was being adhered to. But there was a couple of points that I'll just make. Okay, the first one, an incident register of all occurrences and ejections from the premises must be maintained at the premises and any details of any instances of crime and disorder or misuse of drugs offences must be recorded the register must be produced or made available at the time of the visit for inspection upon request by a responsible authority. You understand

P - Yeah, yeah

N - What that means. Okay. At the time of our visit. There were two incidents at the venue. Going back to the 6th of October and 13th of October. Both where police did attend. We checked both incident books, because I know that you keep one police and one non police don't you

P - Yeah

N - So we checked both books, and neither incidents were recorded.

P - And they were both Police ones?

N - Police attended on both, both instances, and neither incident was recorded in the book. Can you give me any explanation around that?

P - I don't know, I'm assuming Mat was there.

N - Matt was asked the question,

P - Yeah

N - And couldn't give me an explanation.

P - I wouldn't know

J - When did you go to India?

P - I went to India I flew out on the 21st

J - Of?

P - October

J - I know it couldn't be November but could have been September I can't remember either so

P - So when was it 6th and?

N - The 6th of October and the 13th of October.

P - Did they override with any other incident or did it start off with something I don't know

N - I can I can get the incidents out if you like if that clarifies it

P - I find it hard to believe that they wouldn't have wrote anything because they're normally pretty good.

N - I did check both books because I knew that I knew that you keep two books. So, I did check both of them. 6th of October.

P - Can you make a note I'll have a look when I get back

D – Sorry

N – 6th of October, it was, it just before one o'clock in the morning. Looks like victims and suspects were ejected from the club and appeared to take exception. There was an assault inside the main entrance officers have viewed the footage, door staff appear to act appropriately so there's no issue with the door staff, but obviously door staff were spoke to, a little bit more about the job, my ex is kicked off and her sister has as well. She's been slapping my new girlfriend, 1, 2, 3, 4 police arrive by the look of it. Officers ask me your details afterwards to contact you about the CCTV at a later date. But there's nothing. There was nothing in the incident register can you offer any explanation

P – No because I'd like to go back and check

N – In fairness myself and PC Gallimore checked both, both books and there was nothing in there for both

D – Pams entitled to go and check for herself.

N - Yeah, absolutely.

P - It's not going on a different like, because sometimes I don't put everything in time order.

N - There was nothing in it, we checked for both

D – You've checked through the entire books?

N – For both of them

J – Can I just ask a question?

N – Yeah

J - Obviously we've clarified when you flew out to India which was obviously after both of those occasions anyway. Would you have been working at the venue on those times dates, appreciate it a while ago now I understand that.

P – I don't know because I had a wedding as well before I left so I would have been.

J - Okay fair enough. I appreciate its some time ago

D – Yeah.

J - Sorry Nick

N - Yeah No, it's okay. The other one was the 13th as I said that was at 137, our report came in, initial report from door staff that there was a large fight, so it's been reported by door staff. Upon arrival fight had died down. It looked like it was, it appeared that it was between a large group of Eastern Europeans officers stayed to ensure there was no breach of the peace. Door staff were asked if there are any issues, and I'll quote the officers' words not mine. One particularly obnoxious doorman saying that the police weren't requested and they didn't need them. That was on the 13th.

P - Have you got the log of who was on those days' door staff

N – I will have it at Burton.

P - I'll have to go back and check them because I don't know, I can't explain right now

N – Actually I might have within the records I have got, I might have

J - I suppose crucially, the information that they provide. I don't think there's any doubt that the Police attend, do you agree?

P – Say that again

J – with the information

P – I'm not disputing your information

J – No no no the Police attended so it was a police incident.

P – Yeah

J - So, my point is, it has been significant enough to have warranted recording as an incident that that's that's

P - That's why I don't understand why it's not recorded if you're saying it's not recorded but I don't know. Because they do record more or less everything and anything.

N – Okay

D - What measures do you put in place, obviously you can't be there all the time what measures do you put in place to make sure things are recorded in there

P - Provide notebooks, tell them about it. We have a briefing, Mat should have done a briefing if I'm not there and at the end of the night the books are given to them to log all the incidents

D – All routines is it

P – Yeah, every week, every Friday, Saturday.

N – Anything you want to add

J - I'll just probably, I appreciate you want to go and check the books. If our information is correct. Would you accept that that's a breach of the premises licence?

P - Well, I wouldn't say it's a breach I just say it's an oversight if they've missed it

J - Has the condition been complied with. We can read it again if you wish

P – Well I'd like to go and check the book myself.

J - I'm not gonna stop you checking the book at all. But the question was if the information provided is correct. Do you accept that would be a breach?

D - Let's not forget there's due diligence available to.

J - I accept that but that's that's a defence to the breach.

P - I'm relying on them to obviously record all the incidents; I can't be physically there all the time.

J – Yeah

P - And erm if they haven't recorded it. If it isn't there even when I go back and have a look, erm then obviously they've not written it

J - Yes. So, if the information provided is correct. Is it a breach of that condition? It really to clarify it's a closed question that requires a yes or no, really.

P - I suppose so

J - That's as close as I'm getting get to a yes, isn't it, I can tell

D - I think, I think, to be fair, she has answered the question.

J - Yes, I accept that

P - I'm going to go back and check. And then I'm going to check who was on duty that night as well

N - I might have it; I'll have a look in a sec when I come to them

J - Ok, and if we haven't got the detail here and we've got it back at the office we will email you

P - You took it all didn't you?

J - We'll email you back, it's not a problem

N - I can send you copies, if they're not here already actually. Okay. Erm the next condition was a duty sheet for every night door staff are employed will be completed and kept fully updated at all times. This one includes a signature from a member of staff at commencement of duty and at the end of the duty, the duty sheet must be available for immediate inspection upon request at the time of the visit by any responsible authority. When myself and PC Gallimore asked Mat for the records, the previous week was missing. There was no duty, there was no duty signing in sheet for week ending the third of November. Despite Mat looking for them several for several minutes and trawling Cctv to see what you did with them.

D - Sorry, trawling CCTV to see what did with them?

N - He said at the time. I normally get them out on the pool table and sort all my paperwork out.

P - I think he found it either just after you left or whilst you were or just before you left

N - He was asked the question if he did find them to pass them on but I've never received anything

P - I wasn't in the country so I don't know

J - What was the date for that one

D - The week ending the third, that was the visit on the seventh

P - I think

N - Yes

P - I'm sure he said to me that he found it just before you left to just after you left.

N - I've never had any conversation with him about having found anything since

D - Can I just have a look at the condition

N - It's there, that one there

P - It would have been there apart from if you start sorting things out.

N - He couldn't produce this it wasn't in the folders, as it would be normally, it wasn't in the folders. And when I asked him for it.

P - It wasn't in the clipboard either

N - it wasn't anywhere he well. I can only assume where he's looked, I don't know where he looked, he went off for several minutes trying to find it. And during that time, he said he trawled, he looked at CCTV to see where he'd been in case, he'd put it down somewhere

P - It must be misplaced then. I don't know. But I know he had it.

J - If it existed and was misplaced it wasn't available for immediate inspection

P – But I thought he showed it you, I don't know

N – No

P – So you've never seen it

N – No I've never seen it, no

J – I'm making assumptions trying to aide things along, are we saying that's Mats responsibility because you were out of the country and he was in charge, was that it?

P – Well I wasn't

J – Well that's why I'm asking a question so it could be

P – Yeah, yeah

D – Sorry, is it on the, its ok it's alright, I've got it, it's alright, no its fine I just wanna check that's the same visit as the HMRC, just wanted to check that

N – Yes, yes we just waited till HMRC,

P - I just remember him telling me on the phone, that he found it. It was either just before you left or just after you left so if you didn't see it must have been just after you left

N - Certainly not whilst we were there

P - But I don't know if he was told I don't know because I wasn't there, he was told to forward to you

D – You will need to speak to Matt about what's happened what he's done with it.

N - Okay. During the same check, whilst I was looking at the door stuff duties erm

J - Duty sheets

N – Duty sheets, the folders. I noticed that you were down as working on one of the Thursdays, because I know you know we've had discussion, cos you have your door badge to save on costs you would jump on the door, you know, I'm aware of that, this one particular day, so Matt was sitting next to him he's obviously got CCTV on his on his phone of the venue and the conversation, I asked him to show me, you working on that day, show me the door staff working on that night and he got the CCTV up and went "Oh, it must be wrong I'll sort it out". So rather than us keeping any longer, because we've been there a while and hassling him for it then and burning it off then I said, "tell you what to do, drop it into the station tomorrow". Yeah, no problem. So, obviously at the time I asked him for a copy of the door staff sheet that I was referring to. So, that's the copy that he gave me. Okay, which is obviously dated week ending 13th 10th 19. And it shows it just on this sheet it just shows you working. I know that you'd given the information that Daniel was working but that's not relevant to the conversation so we've got that you were working on that day. Now that was the 10th going into the eleventh. So, it's the early hours of the 11th. Okay. Do you accept that's what the sheet says?

P – Yeah

N - Okay, that was copied at the time of my visit

J - There is some signatures are they, those your signatures Pam?

P – Looks like my signatures, yeah

N – Okay

J – Sorry Mr Craig did you want to peruse it further?

D – No (inaudible) Just so I can understand Pam just explain so that's the signing in they put the time in and sign it and the time out and sign it again, yeah?

P – Yeah

D – Ok

P – But I know I didn't do the tenth, it that's where they're getting at

N - Okay

J – The obvious question has gotta be that's what the document appears, so so why is that?

D – Pam who was it who was working at the premises, then

P - it would have been, when you say who was working who was

D - managerially wise

P - Mat

D – Right

P – Yeah Matt

D – Roxy had gone by then had she?

P – Had she, yes, she may have, think I'm trying to think back now. When did Roxy leave?

J - Obviously you were still in the country at that point.

P – Yeah

J - We clarified that in the other question.

N - But what would be the reason that you will fill that in and sign it if you didn't work.

P - I don't know where the sheets come from because I didn't work it, so, have they had they put 13 by mistake. On the top there or

J – Do you want to just clarify where it's come from Nicky, how it's come into Police possession.

N – Yes it was copied by Mat and handed to me by Mat that was from from the current duty signing in book at the time of my visit.

J – And he copied it at the premises

N – He copied it at the premises and walked away with it and come back with it exactly the same as what's shown there other than my writing at the top

P – But if I never worked on the tenth I don't know

N - Why, why would you sign it

P – This must, this, this has got to be from another Thursday.

J - Well, it is dated.

P - I know but then

D – I know but it hardly makes it

P- I know but stuff like

J - We've got to start somewhere.

P - No, but that's fine that's okay, that's written there I can see that says week ending 13th of October.

J - Whose writing is that who normally puts that on the, the heading

P - Either door staff or Mat or myself

N - Whose writing is that?

P - I don't know

J - It's not yours?

P - I don't know whose it is. But what I'm saying is, is that stuff like why is mine I don't understand why I am there and there's a gap for Friday and then Bens there instead of whatever his name is

J - Neither do we and that was obviously what makes it stand out, particularly when it appears to have something over that.

N - Following that, obviously there was a blanked-out bit so I asked for another copy erm is that the one. Okay. I asked for another copy of your duty sheets, because that wasn't clear because, looking at that I didn't know why that was blanked out so I asked for another copy, which had to be chased a couple of times because we never had it from yourself, and if you remember you gave the package to Chris Beckett at Pub watch, when it was pub watch

P - I don't remember. Oh yeah

N - Okay. So, I'd asked for another copy of the sheets. Okay, which then these were produced so that's been altered, okay, and on those sheets

D - What was the date you came and got these sorry Nicky

N - I received them 26th of November.

J - We say that they came via Chris Beckett who organises the Pub watch scheme. Having received them from Pam at the meeting and he's basically brought them over

N - It was just to save you having a trip to the police station that was all

P - He probably did, I don't remember.

N - Okay, so these were the ones produced it the second time. Okay, which, if you're in agreement, you're not on any of them. I was advised that Dralo which is Daniel. Daniel isn't it?

P - Yeah.

N - And Jack, Jack Humphry, is it Jack?

P - Yeah

N - Were working on that night. And looking at that sheet, that's. If that was correct that that is what they suggests

P - yeah well, I know that I didn't do that Thursday

D - They were working that's established what would the purpose be for the other form anyway.

P - I don't understand

J - Bear in mind is subsequently submitted for which and I'm not making an accusation I'll say, I'm raising the possibility because of handwritten loose forms that are in numerical order like the incident

books, can be that appears to be a different document, but what's the reasoning behind it well. What I can say is

P – I don't understand it but what I can see is that stuff like and what normally tends to happen is that we put three sheets into the clipboard from Thursday

D – Thursday Friday Saturday

P - Thursday Friday Saturday. And then, none of them have the dates on them sometimes, I know you said to me, Nicky put I don't know 22 23 24 so it refers to the dates and the due date and I do that if I'm there, but nobody else does it, but I don't know. I think he's just picked that that must be an old sheet that one the first you showed me.

N - That was the one that I it was, it was in numerical order

J - Date order

N - Date order in the folder. I looked at at the time of the visit.

P - I've gone through that folder myself on occasions and sometimes things I'll misfile and have to sort it out

N - The dates were in date order and that that was slotted in.

P – Slotted in

J - So in the right place

N – In the right place

D - maybe someone filled the date in wrong of the top but the point is you've got you've got the one. It will appear you've got the one that the correct one now.

J - Well, we have a second one that has different information on it.

N – Okay

J – So that's what we've got

N - So, When I fast forwarding to when I took the hard drive which was the 27th

P – of?

N - November.

P – Was I there

N – No Mat was there, I think it was Tara there first, Mat came anyway so Mat was sort of in charge. I, well the officer with me seized the three folders. Okay, your three duty folders which I still have. Okay. And this was from the duty folders, okay, for the week ending, (inaudible) so now we have you crossed out

P – Because, because I don't, I wasn't there

N – Who has crossed it out?

P – I don't know

N - Okay

N – Because I didn't come back to 21st 21st. And then I'll never go straight back into the bar anyway so I don't know. So that's why I'm saying was it misfiled or he's got the wrong sheet and he's just wrote the day on it, I can't explain it.

J - Just to sort of raise an idea of why these documents get filled in differently than they perhaps should be as cos, it's not unknown for door staff to sign in at one place and be working at another. It has happened. I'm not saying it has happened in this case

P – No no

J - But obviously when we see documents in this format because of previous policing experience, it raises the question of what's going on and why bear in mind they're not our documents so

P - No I know, but what I'm saying is that I know I I didn't work on the 10th. So, that that that I don't know where that sheets come from it's got to be from another Thursday, and he's just either put the date on it, or, I don't know. I can't explain it. But then stuff like you know

J – Your security provision. So obviously, this from the previous legal proceedings obviously there's been discussion about your security provider hasn't there, it's been in house before that it went to an I do apologise.

P – Britsec

J - The name of the company

N – There was another one, was there another one, with Rob Heyho, was that when you employed them? When Rob was head doorman

P – Yeah

J – Who was the was the security provider at that point in the end of October last year?

P – It's been SA UK

J – All the way through since they started

P – Yeah, ever since

N – Was it October 2018 off the top of my head.

P - Whenever I don't even know, I know it's a while ago

N - It was October 2018

P – It's still SA UK

J – Okay, do you employ any directly yourself, or do you get them all from SA UK

P – I used to on a Thursday, because nobody wanted to come in for a couple of hours.

J - So you used to employ directly is that what you're saying?

P – Yeah, that's why I kept my licence, whatever it's called.

N – Your SIA? Your SIA Badge?

P – Yes the SIA to employ them direct, and SA UK, Friday, Saturday, but now everything's through SA UK

J - Okay.

D – Well look, I guess Pams overall answer is that she just simply doesn't know.

J – Yeah, yeah

P – I can't explain it, because I know I do do Thursdays, I do still jump on, I haven't done it for a while.

J - Yeah. I don't think anybody's been doing it for a while until recently have they?

P – That's true. But it's just that and I know that sheet wouldn't correspond with the 10th, I don't know where that sheet has come from, that's got to be from another week

J - And that's fair enough point from your side but, obviously, the circumstances in which we received it were, we being the Police I wasn't personally there but being the Police, it was in the right folder

N- In the right place

J - In the right place from a date perspective and provided by the manager of the premises by copying it on site. So, we will definitely not have an explanation for it, other than it raised a few concerns

P – But has he just put the 13th of October on it thinking it's a Thursday, but then you'd be daft to do that I didn't even work that Thursday, so, I don't know.

N - But if you signed it. You've signed it haven't you.

P - Then, this would be from another week prior. It could be I don't know three or four weeks ago. Do you know what I mean

J – But if it was from three or four weeks ago.

P – Yeah

J - It would be dated, week ending three or four weeks ago because otherwise, the sheet would be missing from the right place wouldn't it?

P- And this is what I said sometimes in the past when he first started doing it obviously stuff like papers used to be everywhere so I said to him, erm and I don't know when I said this to him, is to start stapling that week together so it makes more sense than, then that way the papers are getting mixed up,

J - Which is?

P – Cause I've gone in a couple of times and stuff like and, because not all the sheets page 123 are numbered or dated or anything like that you are playing a guessing game. So, unless he staples them together on the Sunday when he does put everything you know into the folders. It was.

N - But you were there still you hadn't gone on holiday

P – Yeah exactly, Yeah, I know I weren't because I had a wedding coming up that week that week or the week after. So that definitely is from another weeks

J - Okay

D – Maybe he just put the wrong date at the top and maybe filed it in that place because they put the wrong date at the top , listen I know its Pams interview but

J – It is but

D - I remember when the old days with checks, January, you know, you'd always put the wrong year on for example so sometimes perhaps conveniently but there we go.

J - I'm sure,

P - And this is the problem with loose paper. There's no book or anything that saves all this.

J – Okay

D – I mean that's I don't think she can add anymore can she

J - But you can understand why we asked the question

P – yeah yeah yeah

J - When the when the records don't correspond. Okay, well that I would suggest unless you've got anything else you got it will lead us on to the next bit.

N - Yeah, So, when we seized the hard drive erm we obviously had a look at. Sorry, I'll rewind Mat. Matt gave me some discs, from the 14th, what should have been the week ending the 13th of October. Okay, so the day that you worked as door staff. So, the 10th going into the 11th. I'd asked Mat, at the time of my visit on the seventh to give me the footage from when you were working that day. And as I said before he couldn't produce it, and I agreed that he would drop it into the station the following day, which granted you was still in India. So that was the agreement, he actually dropped it in the following Friday. Just before five o'clock, with the front office girls. So, on the following Monday. I start looking at it, and there's about 60 clips. Some three seconds. And it's very hard to sort of look at so I've had to sit down and look at them and during which I can't see you working in the high viz. So, as I'm looking at CCTV flicks from different scenes. So, one, one scene, there's somebody sitting on you know cloakroom bit there's a doorman sitting there, and the next second, which is a 10 second clip after the door man's not there, and there's a photo frame, which wasn't there before. So, hence why we come in, seized the hard drive to the hard drive goes up to headquarters and

J – I've got the better copy

D – Is that Hanley

N – No its Headquarters Stafford

J - Police Headquarters yes yeah

D - Sorry.

J – No its alright

J – they've got some laminated ones so they won't tear

N – (Inaudible)

J – It's alright

N – Ok (inaudible) So if you can have a look there

J – You had a copy of these didn't you Duncan earlier, is that right

N – Yes

D – Erm, yes, I did absolutely

J – not the laminated ones obviously a copy so

D – No they weren't laminated, I've had to slum it I'm afraid

N – So if you can see on the top of the same date to the second, and you can see by comparing two photographs there is totally different.

D – Do you mind me asking so, just so I can understand what do you see when you saw, did you see that or did you see that when you viewed the footage. Did it

N - I made notes. Specifically, see what I would have seen that scene but what I was actually looking for Pam working. Headquarters have looked at it and they've given me two easy pictures for me to show you so you can show the difference there was there was lots and lots of comparisons, I mean I made full notes lots of different comparisons the burger van was there then it wasn't the blinds were up then they weren't, there were door staff then there weren't.

D - But the question is, when you go in you say well I want to I want to play the footage 22:55:53 at this time on this hard drive, when you're playing it, which does it show. And then where is this is this in a file somewhere else on the hard drive

J - Right

D - You press play, which of these is the one that plays?

J - Obviously, the difficulty with the hard drive is it's not like the video, you used to put a video on press play and it plays what's on the reel inside the plastic case. The difference with hard drives, and digital equipment, you're selecting cameras, from different places different times different dates. It's as you go through it, you can find it there's, in effect two files, same date and time, which is what you've got.

P - So what's happened?

J - Well it's not our hard drive so I don't know but crucially what it doesn't show. And I'm obviously suppose it won't if you weren't working it didn't show you working on the, on the relevant time, which actually is. When will it, you if you weren't working

D - No

J - But, what concerns us why is it doing this, and it could, it could be, whether complicit or not. Somebody is working there who shouldn't be. And therefore, to keep the numbers right on the log all the people's details have been used, that's happened before, as well.

D - What to that extent?

J - Not not to that extent on the door staff logs and things . But then, how often do people say we want to see which door staffs working because half the time, let's be honest, we don't we don't know who they are by name

D - But for someone to do that

J - Depends how technically minded you are. I couldn't do it.

P - I wouldn't even know how to do it

J - I can't work my daughter's chrome pad thing whatever it is it, mini laptop. She's nine

P - Because all I'm thinking is you know Roxy left and she was well pissed off just with her

J - Yeah but she'd already left before that date I thought you said, so she couldn't have done something in the future when she isn't there

P - Yes but there's nothing stopping her because I didn't. Obviously, you guys raided seventh of November

J - Visited, I wouldn't have called it a raid

P - 14 or 15 officers

D - Perception is the reality

P - And then she, she left in a disgruntled disgruntled manner, not giving any notice or anything, just went

J - But that was before that visit though, wasn't it that she left

P - Yeah, Yeah, yeah.

J - Just clarifying

P - I'm assuming that stuff like if it's been tampered with. It's been tampered with by her or she's got somebody else to come in and do it.

J - I don't know Roxy. Do you think she's got the know how to do that.

P - Well she's not thick

J - I'm not for a second saying she is at all

P - She's a lot more intelligent than what she perceived to be because I never saw what was coming myself, you know I didn't think she was gonna go and take us to tribunal or things like that. So, I was quite surprised and alarmed in a way, with how she left, no notice, no nothing, just disappeared. And then stuff like an all of a sudden stuff like you know you guys turn up, I mean it doesn't take brains to work out what was going on. And prior to your visit a few weeks before that I get the tribunal thing so she's obviously pissed off about something,

J - Possibly so

P - There's nobody, I don't even know how to do this. So, someone's and in all my time there have been there years. I would never do anything on this. So, I don't know what's happened here.

J - Okay

P - And if you are asking me to explain it. I don't even know what's going on

D - Everyone in this room in the same position. It's a mystery.

J - Oh, yeah, I mean obviously you've, you've put Roxy forward as a potential candidate of sabotage I suppose if you CCTV equipment's

P - I'm not saying she came in physically because I know for a fact she didn't come in.

J - But then, but then you know

P - Anyone's able to go into the office.

J - Well it's locked though isn't it so there's not anybody who is just able to go in

P - Yeah, but then stuff like you know if it's someone who I'm just thinking, I'm just thinking if it's being sabotaged which it has. That's what you're telling me isn't it.

J - No, I'm not saying it's been sabotage I'm saying

N - We didn't

J - You were saying Roxy may have done it.

P - But she's the only one who's left

J - Yes

P - As a not very happy person, tried to put us in the shit

D - Or even know how you begin to do this

J - Well, I suppose if, if we did, we may have different professions might we.

D - No, but I mean, Jim, I worked in licensing a long time, as have you, I've never come across this

J - I agree

D - I do a lot of stuff through CCTV all the time. I've never come across which would suggest. It requires a high degree of expertise

J - Yes

P - It's got to be someone who knows what they're doing.

J - Yes.

P - And I don't know what playback

D - And by the way

J - But Paul has got a global IT firm hasn't he

P - He ain't gonna do it is he?

J - Well

D - For what a couple of people are working.

J - Now, you and I know people do all sorts of things, thinking that they'll get away with it. I'm not making an inference with that comment, but people do do things, of what in the cold light of day is actually quite an extreme response to something quite minor.

D - So let me ask a question Nicky cos you've seen it are there basically two different sets of footage for the whole evening, or just certain snippets of it.

N - I'll give you an example, just bear with me let me get my notes out I've kept my notes

D - Cos unless there's a whole evening.

J - In theory there way a whole evening, well not a whole evening

N - It was 45 minutes

J - It was a period of time requested.

N - So 45 minutes was that that was requested, it was those notes that I made and erm, let me just find an example, let me just find one

D - How many notepads did you go through?

N - A whole one and a half.

P - I don't understand what's going on

D - It's a bit nuts isn't it

N - We couldn't explain it, hence why we are asking you the question. Okay, we've got what time was that.

J - So that's why we are showing you a picture because it speaks 1000 words in it own right doesn't it, and, but you know,

D – So this is what I'm struggling to understand, when you go, obviously, you obviously you've got the hard drive. You put the date in. I don't think you know the answer to this but which, if I was, I was gonna say, I want to now play 10th, the 10th 1922:55:53

N – From Headquarters

D – No no from the hard drive which which will then go to theses

J - The thing is, there's nothing to say.

N- We don't know which is the right day

J - Either of those are actually the 10th of the 10th 2019.

D – Can't argue with that

J - But bear in mind on some of the footage and please do correct me Nick if I'm wrong but I'm sure not on some of the footage as you watch it. The burger van is there and the burger van isn't. The burger van was moved, way before a 10th of the 10th, I say way before for some time

P – So this is, yeah, because that was Nathan's do.

J - That's right

P – So when was that

N – 25th October

J – There you go, so sometimes it's there and sometimes it wasn't

P - So is there a glitch in it.

J – Well, bear in mind. The reason we went to get the hard drive is cause the footage provided by Mat, and we accept it by Mat cos we accept you weren't here. Basically, played like this didn't it, albeit with snippets. So, the footage provided by Mat wasn't right.

P - So what I'm saying is that it was. Was there something wrong with the hard drive?

J - Not that we've identified as a problem, when I say we I'm not on about me cos it wouldn't be my place to do so I'm on about

P - It shouldn't jump

J – No it shouldn't, and I would, I would suggest that it hasn't jumped because records used to jump. This has to be manipulated

D - Yeah, I mean, the thing is, like, if you can actually do this, it like undermines the whole regime.

J – Yeah it does, yep

N - I found a quick example. So, it's a

D – in matter much more serious than a 136, by the way, I mean you get section 18 is routinely dealt with and that are actually people convicted on CCTV footage

J – Yeah, but a lot of the times, sorry to interrupt,

N – It's okay

J – But a lot of the time, for example, that footage may come from local authority source so so I'm not saying this is disreputable or (inaudible) but aside from that is like from a local authority perspective.

D – Just very odd very odd.

P – I've never seen it before.

J - Okay. Just, for clarity because the the unique nature of it. I take you are accepting that we haven't done that

D – Certainly not it's not entered my head

P – No

D – We are talking about a 136 you've got more important things on your plate to satisfy Staffordshire Police have got more on the plate, no and that certainly Pam makes her own mind up and that was certainly my point of view. No

J - There would be no benefit to it. And you know

D - The benefits of anybody's frankly negligible.

J - It is

D – Its negligible based on this required to this

J – There's two opportunities, there's no, there's two motives that I can think of, and I'll raise these only hypothetically, because I'm not accusing because I haven't got around to the evidence to one would be if the footage just had to be covered because something more serious, significantly more serious was shown and needed to be removed, erased, covered up whatever, probably less important, but some people would still see it is quite important stuff working for example the SIA staff aren't badged.

P – Aren't badged?

J - Yeah, hypothetically, I said that before I started, didn't I?

P - Yeah, yeah. I react anyway

J - But I did say so. Yeah, so there can be motivations for doing it. Obviously, the first example would be more realistic reasoning. Not saying that has happened but when when we say what would be the benefit that would be it. You know when we do get CCTV erased, we do get it.

D – the hard drive erased, yeah yeah we've all had that in hearings but that's a wholly different.

J - Yeah.

J - But but we asked the question because it's not our equipment,

D – No

J - and the equipment was seized because the footage provided from the premises, admittedly not by Pam directly but by her manager in place at the time wasn't right

P - Yeah, it's a piece of equipment we rely on that piece of equipment and the question I'm asking is, is there something wrong with that hard drive that we hadn't come to our attention prior to you requesting it?

J - No faults, have been raised by our CCTV technicians at court, sorry leaping ahead, at headquarters. You know, one of the expectations I have is give me some reasoning behind stuff because I'm coming to sit here to speak to you and they haven't give any at fault because

D – Do you mind me asking what they said about this. Have they ever come across this before?

J - Don't know if they've said that or not, because obviously I've largely not been involved with them

N – No they couldn't explain it

P - Have never seen it

N - Just give you a quick example, and the footage that Matt gave me on the desk which is still have there was 66 clips on. There was one that covered. 00:24:41 seconds to 00:24:57. There was the second clip 11 was our 00:24:48 to 00:25:11 so there's a few seconds within that that cross over each other. One of the clips shows the blinds open. The next one, which is during the same time by a few seconds, and the, they're closed and its different in various things

P - You've got one picture showing it open and one showing it closed but at the same time

J - Yes, same time, but they actually overlapped,

N – They overlap by a few seconds

J - They overlap by the same time exactly to the second those clips overlapped they show different

N - Because there's so many clips I've had to go through every single one

J - Because it wouldn't be right for us not to and then be putting this across the table because quite rightly I would be disappointed that if you Duncan didn't say he checked all, the answer is yeah we have because that's the right thing to do.

D - I mean, look, Pam just doesn't know

P – I've never seen it before and never come across it

J – Okay

D – I mean

P - Even more than that working at licencing (inaudible)

D – I think you share it

J – Wasn't it easier

D - actually in the 90s I think it was a lot simpler and actually arguably a lot better, (inaudible)

J - Okay. Appreciate you have not been in a position if I can use that phrase to offer an explanation. But you can see the concern that I've raised towards

D – (inaudible)

P - Yeah, because I'm just trying to think stuff like obviously Mat's just burnt off a CD just giving it to you and it's only until you Nicola have started looking at it. Is it something you've seized it for so what, but what I'm thinking is that was it happening for the dates all of the dates.

N - Well no because when, when I was I went up to headquarters when the hard drive was there and because I'd obviously got your duty sheet, I could see that there was another date that you worked in August, because I know that because I know what you look like, and I said can you just look at August, and you were there. I think you're on the door with Paul actually what you were, what you were there

P - But that's what I mean

N – And it was right

P – I was looking through my phone and I was looking because the reason why I didn't work the 10th which is where I can't that sheet has definitely got to be misfiled is because on the, on the 10th on the 12th of October. I had a wedding. So, I know I weren't working on the 10th because there's no way leading up to it, especially Indian weddings would I work

J – Okay, Just an observation, I say observation, a point if you like and Nicky please clarify the dates to go through a request from Matt to provide footage was what date?

N – The footage from the

J – What we've just been

N – On the day of the visit, the 7th

J – of November

N – 7th November

J – Okay, he agreed to provide he initially agreed to provide it

N – On the 8th

J – And it actually arrived on the

N - The 15th, I think it was the 15th which was the following Friday

J - It's a long time just to burn a 40 minutes footage isn't it? But then, it isn't burnt properly.

P – I wasn't here

J – I accept that, I accept that, I'm not going to try to say you were because you weren't and it would be foolish to try and even infer it and I'm not

P – Even when I rang you, stuff like, I rang from India

J – Yeah you did and I accept that

P – The only, I don't know just trying to think stuff like of could he have gone to buy discs or something I don't know

J - Possibly so. But

P – I'm just trying to think of why he wouldn't have (inaudible)

J – Possibly so, but let's be fair with Nicky was reasonable, a lot's gone on, drop it off tomorrow. I think that's quite fair bear in mind the police station is walking distance to the premises. Yeah. It doesn't arrive. And then when he does arrive it's, it is a problem. I'm not saying I've identified a specific offence as yet, but it might be relevant to later on anyway. But but that is a problem, because it's something not right. Does it does it breach some of the conditions, I don't know, maybe, maybe not thought but it's. To me it's a bigger issue.

D - Yeah. Certainly, it's certainly concerning of course it is yeah and baffling

J - Probably not to everybody and I don't mean to everybody in this room there will be people who are capable of doing this sort of thing

D - I guess so I just I guess I've always assumed that that date at the top left is just the you can't get around that I thought I was cast in stone because because because murder trials are determined on footage.

J – Can be

D - And so, the notion that somebody can

J - Yeah

D - I just, it's an assumption, but, you know, we both work around CCTV all the time. I have never come across anything like this so there we are

J - There we are

D - So, I guess we're all baffled by it

J - Okay. Anything else from that bit from you?

N - No

J - Just because I appreciate you giving an account and I don't want to go through it all again, is there anything you want to say Pam?

P - No

J - Just because it's unusual

P - No

J - No, Okay, that's fine. You know

N - it's so it's just the last one (inaudible)

J - Yeah.

N - Do you want me to play the CCTV first?

J - Erm, we'll just explain, we'll just explain what it is for the recording and so Pam knows.

N - Yeah

J - Also, watch what she's looking at. On the night of the

N - 23rd

J - 23rd of

N - February

J - February, which was the Joshua fight. No,

N - Tyson Fury

J - as you can tell I'm not a boxing fan erm if that fight, obviously that was Temporary Event Notice into that evening Pam if you're just to draw your attention back to but I'm sure I'm sure your aware of the evening anyway. There was some what we would consider significant issues at the premises that night related to disorder. We're not here to interview about that we're I'm just highlighting about (inaudible) our attention to its potential involving weapons. So, as I think you would agree. Because of the concern around that incident, we've asked for a copy of the footage. Yeah.

P - Okay.

J - Yep. Okay, that footage has been provided. We accept that. And while that footage has been viewed. And we, we believe we've identified a person carrying out licensable activity and the Private Securities Industries Act, i.e. door supervisor who shouldn't because they haven't got a badge. Okay. I'm just going to show you is still of the footage, we will play the footage so you can see what I'm

referring to but trying to put a context around it. Can you identify any of the persons that are visible there?

P - Me to the left.

J - Okay. And then

P - Jordan, is that Jordan

J - Yeah

P - That's it.

J - Okay, you've done the ones I was really after

(inaudible)

N - Just to clarify, is that Jordan Thomas.

P - Yes.

J - Okay. So, basically just just for the recording, the still have just shown you is dated 23rd of February 2020. And as it at 11 minutes past midnight and 53 seconds, and the date indicated to Sunday, is that right so quite happy with that.

P - Yes Saturday night going into Sunday.

J - Yes of course Saturday into Sunday, And I don't know what camera it would be by number, but the the area that is focused on by the camera is basically the front doors to the premises, you're as you look to the still to the left of the doors and to the right is like the queue to the pay booth, where the scanner is whatever you call it

P - The cloakroom.

J - Pardon

P - Cloakroom, I look fat

J - Pardon

P - I look fat

N - its only cos the screen is stretched out, don't worry about that

J - Yeah

N - Its actually NB/7

J - Yeah, we have exhibited these, it is NB/7, November Bravo seven, obviously we did some extra ones to try help you guys out (inaudible) what we are looking at

D - You don't look fat

P - I do

D - You don't look as fat as me

P - And that's not even after lockdown cos after lockdown I put weight on

D - I think we all, you're looking particularly cuddly today Sgt Finn

J - You say the nicest things Mr Craig. Right so, Jordan,

P – Yeah

J - In the middle. What can you tell me about him please in relation to the premises, as an employee status, what he does, what he has done?

P – His badge expired on the 1st December, unless you gonna tell me something else, erm

D - Just just to be clear Pam, for the record. Which badge?

P – SIA badge

J - Okay

P – Erm and er and how can I put this I think so, stuff like, he wanted to leave and I asked him to do the position of erm front of house

J – Okay

P - Because of it being Christmas going, and I said just helped me out for next two months, December, January, cos in January everyone's spending the Christmas money, join the managerial team with myself and Mat.

J - Yeah.

P – We are going to be busy we could do with another pair of eyes and ears and erm you know

D - Doing what Pam, explain for the record

P - Meeting greeting and looking after stuff like, well just being my eyes and ears, you know, stuff like so just making sure that everybody's okay. Everybody's enjoying themselves. If there was, what myself and Mat do if there's glass broken on the floor erm go to get the erm what do you call them glass collector to clean it up, making sure no one hurts themselves and

D – Bit of a marshal then that of thing.

P - It's what we just I said, you can join the management team

J - Okay.

P – Okay stuff like you know

J - Obviously you've mentioned about his SIA badge

D - I'm sorry. Sorry, so this night is Saturday going into Sunday Yes,

J - Yes

D – Fine

J - So, you've said his SIA badge expired 1st December, obviously, that is,

P – 23rd Feb

J - Yes. So, a few months post that

P – (inaudible).

J – No no that's fine its obviously obviously I'm rewinding until the first of December a sec. Did he work out the premises in the capacity of door supervisor before his badge expired.

P – Yeah

J - Okay. And then because his badge expired, he moved into a managerial position on a temporary basis

P – Yeah

J - For want of a better phrase, okay, because he's moved position. i.e. job title if you like.

P – Yeah

J - Have you give him any briefing, instructions, explanation, on what his new role should be what your expectations would be

P – Just what I've just said to you really

J – Yeah, you've told me but did you tell him, that's what

P – Yeah yeah yeah yeah he knew what he was there to do.

J – Okay

P - because obviously he's not going to agree to do something that he doesn't know what I want him to do.

J - Yeah.

P – Yeah

J - Which makes perfect sense but unless I ask the question, I don't know what you've done

P – No

J - Okay, so

P – it was just to help me out for a couple of months.

J - Okay. Why did as in my experience, when the badges like a lot of things when they coming up their expiry date people reapply, so they can have continuous.

P - Why did it expire

J - Well, yeah, so probably could have worded that better. Why did he let his badge expire without renewing?

P – I don't know

J - Okay, but you'd originally employed him as a door supervisor

P – No he came with SAUK

J – Right, okay. So, to the contract company he's comes as a door supervisor then

P – Yeah

J – Has he ever been employed directly by you

P – No, not till after his badge expired

J - Okay. Okay

N – No that's not for you it's for me

J - That's fine. Did he cease him employment with SAUK then cos he'd got no badge, and just move across to you in a new role is that basically what happened

P – That's basically what happened.

J - Okay. Okay, I'm just letting Nicky

N – I'm ready.

J – Okay

P – We going to watch some footage?

N – I'll turn it around but I'll stand away.

J – Just before you press play the reason we are playing this this to you and the reason that I've just had elements of discussion is, we consider him to be acting in the capacity of a door supervisor who unlicensed because of how he conducts himself from the premises, the actions he takes and his behaviour towards customers, and other staff, so that that's what you're going to be looking for on the footage and highlighted as you go through. Okay

P - Okay.

N - I can talk you through it if you want.

J - I think that'd be a good idea where appropriate.

N - Okay, I've put disc number disc reference 20353, which is security footage from Coopers Coopers well Burton Place Coopers square security. That's just the security yard as you can see at the moment but it just pan around in a minute. Okay, you can see on there there's obviously your back, the beer garden with the exit gate. And you can see here, pointing with the padded, mid length jacket. And the hat on, is Thomas Would you agree.

P - Yeah.

N - Okay.

J - Obviously, it will also be relevant for Pam to identify herself as well when Thomas is on the footage as well so it could be identified when your both there together.

N – We will have to do that separately

J - Yeah, that's fine. Yeah, which will show shortly. You are happy that this has been shown to you in disclosure Mr Craig, aren't you?

D – I am

J - Thank you does anyone mind if I stand up a moment whilst you watch that

N – No

D - Nicky If you want to just come around Pam needs you to just point out to her, which basically what like what you did with me really.

N - Yeah, yeah, okay, what time are we on 33:02 Okay. Just leave that for a moment to 33:20, the subject, so obviously Thomas appears to be undertaking the role of a door supervisor by preventing access to the gated area. If you just keep an eye on the time there it should happen in 30. seconds he is obviously standing on his own. at the moment. That's not to do with nothing to do with what we're looking at now so are you happy for me to stop it, I'm quite happy for you to watch it though.

P – Yeah

N - Before we go to watch I'll change it over, gosh they need air conditioning in here

J – (inaudible)

D - actually it's got a lot warmer, since

P – It must be hot for me to take my jacket off

J - it was cooler before we were able to have the door open it did make all the difference

N - Okay, this is disc number two reference 20354. And this is various clips, so they're not tilted enough can you see that? Okay so this should be camera four garden two. So, 00 3305 is what you are looking at you can see he is here now, Thomas two males becoming violent three door supervisor door supervisors appear to be in attendance, the subject Thomas puts himself amongst the melee and a scene with his hands outstretched and pushes one of the males into the corner. If you've seen enough if you want me to go to the next one.

P - Just look over to the next one if that's finished.

N – Ok that will just flick over to the next one, if you can see that one, that's obviously in the garden again.

P – What are we supposed to be looking at?

N – Okay

P – He was on his phone

N – Camera two, so in this couple of seconds, it's erm 02 14 and 19 seconds you will see there's a fight. The melee. Sort of. Sorry, comes over here.

D – Where are you saying he is Nicky or is he

N – He's here, okay, he's here again, he's got quite a distinctive hat on, do you want to go to the next one?

P – (inaudible)

N – Oh its gone already okay, so this one, he should be there, yeah, yeah he's talking to a female on this one isn't he. And then at 55 he appears to be looking outside he stands on the bench opens the gate along with another door supervisor and goes just out of view for a minute.

J – (inaudible)

N – Okay, what time are we there? So, at 2020, he's stood in the area of the gate and would appear to be preventing access. It's the longest 20 seconds when you are watching for it.

J – It is yeah

N – Ok I think it's the next one. Do you want me to go to the next one?

P – (inaudible)

N – Yeah just stands there by the gate

P – (inaudible) But I will need to go to the toilet soon

J – We can pause it if we need to but the easiest thing is to leave it running and step out and come back in cos

N – Okay

J - just because it'll flow

N – This is the one on the dance floor

D – To be fair we aren't near the end

P – Aren't

D – Are near the end, that's what I meant to say sorry

N – There he is, can you see him on there with the other door staff on the dance floor, yeah there you go watch here in a second, he's there, I think there's just erm (inaudible)

P – But he is walking away letting the door team deal with it

N - He gets hands on slightly there.

P - Okay

N – Do you want to go back and watch it.

P – No no no it's fine.

(inaudible)

N – Yes, he's seen outside standing on the door with the other door supervisors.

P – That's it?

N - On that one. And then we've got one more to come, I'm happy for you to watch it all.

P – No no standing on the door.

N – I'm trying not to lean over you sorry

P – Has anyone tested positive for covid?

N – I've had two tests and negative on both of them, so we're alright at the moment. So, this is the last one now

D – Good job we're not taking temperatures at the moment I think we'd all fail.

N – We'd all fail wouldn't we, no going on holiday now.

P - We are we supposed to be looking at this one.

N - This is where he is standing at the door. Is this the two twenty-seven, oh camera three, subject opens the door in the bar area before there are 4/5 security in the area subject stands holding the door with his back. So that's, that's it do you want me to stop it?

P – Yes

D – Is that the lot or

N – Yes that's the lot, all of it

J - Would you like to step out to use the facilities?

P – No if we're nearly finished I can, I can wait 5 or 10 minutes.

J - Okay, if you change your mind please say and we will sort it out.

P – Erm okay

J - But what's your, what's your stance on what you've just seen then Pam bear in mind you have got your door badge so, what a door supervisor should and shouldn't do

P - No I'm looking at that and stuff like you know and I'm thinking. My thoughts are stuff like yes, I know I've got my door badge and it's in date but I'm not always on the door, not always wearing a hi viz. And my badge hasn't expired. But when I when I'm in there and Mat, and I'm sure I can provide many examples of where I've held the door open, we've gone to the door. We've stopped a fight, he's doing. He's doing everything that me and Mat do

J - Okay.

P - Which, you know, that's what we're there for we're there to intervene we are there to stuff like stop, you know, just because of good

D - Prevent crime.

P - Yeah, just because like,

D - And disorder

P - You know, it doesn't mean to say that they have to deal with if somebody there first, I'm paying you a wage. I expect you to intervene you know what I don't want you something to kick off and then, you know, Mat, myself, or Jordan at that time stuff like to be standing around just watching it.

J - Okay, you've clearly outlined your expectations, however, dealing was something ad hoc unforeseen is one thing, our opinion, and also the opinion of the SIA who provided a statement is that he is performing the facility of a door supervisor, he's on the threshold

P - But does that mean because Mat hasn't got a badge, he's standing there doing whatever you just said

J - Standing observing and speaking to people, similar to the martial role is one thing, starting lay hands-on people protect the threshold yet people as they come in it all falls under licensable activity under their legislation, and they will say he is acting as an unlicensed door supervisor, and he wouldn't be ignorant of his activities bearing in mind he has been badged. You're present on the premises and you're badged as well. So, he is carrying out those functions against legislation in their eyes

D - And Pam perhaps it would assist a little if you were to explain in what capacity you, what's arrangement you have with him in terms of did he sign a register and all those lines or (inaudible)

P - Yeah, I forgot all about that, yeah, so he would have brought with me signing in sheets just like normal staff

J - Yeah

P - That he would have signed into and I think Mat showed you these when you came. So, you know, he is he is part of the on my payroll.

J - No, no I accept that yeah definitely.

P - Signing in, so there's a couple of sheets, going back from when he started, they're back to front and he didn't do every week because he was on holiday as well quite a lot because he didn't expect me to give him that offer erm he thought he would just finish for this December and be gone. But I would Christmas and the new year. I wanted his presence and stuff like his help.

J - Why would you want his presence?

P - Because it's like, he's a big guy.

J - Yeah.

P - Yeah.

J - So to trouble and violence because he's

P - yeah but no but stuff like people knew who he was, he'd been there for some time.

D - Bit of a face.

P - Yeah.

J - They've known him being there for some time the capacity the door supervisors

P - Yeah and people were saying to him. So what role, are you doing, and he'd say I'm part of the management team front of house, which is why he was out there talking to people he's out there, you know, mixing with people,

J - Guarding the door, laying hands on people

P - I've done that though

J - Okay

P - But does that mean I'm doing something wrong.

J - No because you've got a security badge.

P - Yeah, but then stuff like you know, I'm not signed in

J - Yeah

P - I'm not wearing the hi viz, I'm not stuff like in my security

J - It would have to be on a case-by-case basis

P - Yeah but okay

J - The case that we've seen presented to us there. We've had our opinion, we accept that we aren't the primary authority for that legislation, and we have sought the opinion of those that are. And they have said that. That's what we like

P - Yeah, okay. But stuff like

D - Okay, just make the point that that's their opinion on what Jordan has taken it upon himself to do that doesn't mean for a second that Pams taking him on for that purpose I mean that's that's what Pam is here to answer questions about what she's taking them on for, for what purpose, she's taking them on, what role she's taking him onto perform.

J - I accept that but before I can put questions to Pam about that I've got to show what he's doing in the first place, because if he was. Front of House, that wouldn't be any questions to ask.

P - Okay.

J - In my opinion

P - So Mat's a manager.

J - Yeah,

P - Yeah. Front of House again.

J - Yeah.

D - No, SIA badge I'd say but

P - Yeah

J - He is the DPS currently,

P - Currently but not then.

J - Okay. Well, to be fair, in my,

P - Was he

N - Well

D - He might have been then

P - Oh was he

N - Yeah

J - Yeah, yeah. And this is why we covered some of those things off earlier because he is there. So, he, he carries out, he got

P - But prior to that, to him becoming a DPS, he was doing a lot of that stuff so what does that mean,

J - In our opinion he shouldn't have been

P - This is where stuff like you know we're trying to stuff like manage the place manage your expectations as well, because we don't want. We don't you know if something kicks off right in front of you, stuff like if there's a fight going on, you're not going to stand back and watch it. Are you going to try and separate them?

J - If it's right in front of you and it's unavoidable unintended that you would be there for that role, and the actions that you've carried out were unforeseen. It's a very different matter. And the SIA will say that what we're saying is, through the course of that footage at that event. There is a continuous activity by that individual. So you're quite right about talk about the employment status, but to get to that we all say he is carrying out licensable activity under the Private Security Industries Act.

P - Well, he's not

J - That's your opinion, but ours differs but so is the SIA. Because he is because he's guarding the threshold, he's laying hands on people, etc.

D - I mean, I got about the point about frequently at nightclubs you get pickers who just stand there with the door staff

J - What's a picker sorry

N - I've never heard that either

D - A picker picker says you're not coming in mate.

P - You're not coming in,

J - Oh I see

D - I have to say this, if I'm incriminating myself here but I start my interviews with management when I had my bar Brass Monkey. I used to stand for an hour or two and then put the doormen on a Saturday night well

J – Well did you have that bar?

D - I owned it.

J - Yes, sorry. I get that, DPS Premise Licences Licence Holder,

D - Premise's Licence Holder. I was the Licence Holder to be fair

J - So, to be fair

D - Or the company I was director of

J – Yeah but yeah, but of course, and that gives you the ability in those circumstances to offer direction to the people that you've employed for that purpose, doesn't it.

D - I think that's fair comment. Yeah, that's fair comment. I still made the point about pickers on doors at nightclubs.

J - We don't have those locally that I am aware of

D – You don't have them in Hanley really, that's a surprise.

J - Not that I'm aware of. I haven't got many clubs now though

D – No, anyway we all know why that is

J – But coming back to the point the professional or Police no that's wrong. The Police perspective and SIA's perspective. He's carrying out that function. Have you employed him in that function to carry out security provision?

P – No

J - Okay.

P - Because it's, he's just a normal person now isn't he, he's not SIA registered, I know that, he knows that, the company knows that SAUK.

J – Mmm

P - So stuff like I've taken him on. In that capacity for front of house, meet and greet, to chat to people and stuff like you know, be my eyes and ears

J – Yeah

P - Because we, Christmas time obviously we have this issue with drugs as well so it was just stuff like you know another presence. Someone else on stuff like, who people knew who, and he, don't forget he knows people as well he's been there a long time.

J – Yeah, how long's he been there if he came with SAUK?

P - However long

J - Since the appeal

P – From the start.

J – Whenever it was, Okay.

P – Yeah from the start,

J – Okay

P – So he was like you know, He was like the head doorman so.

J - Yeah.

P – You know and I just thought he'd be an asset.

J – And potentially he is an asset in some capacity.

P - Yeah

J - But he's not employed to do security at all.

J - Okay. That isn't what appears on the erm footage in our eyes, irrespective of what you say you've employed him as cos all that is is an explanation that was to me,

P – And to me, to me, if I wanted to do that now I'd put a high viz on him so his presence would be erm known.

J – Even if he hasn't got a badge?

P - But this is where we're going, but this is what this is, you know, I know he's not got a badge clearly cause I check the dates on them, but erm for people then to say to him, you know, you're not wearing the high viz what are you doing and all of this, you know what I mean, everyone knew

J – Well if you say so but obviously,

P - Well it's not it's not wearing the high viz,

J – No he isn't wearing a high viz I accept that, what I mean is if you say so the conversation because obviously

P - I'm just saying. Generally, if I wanted him to continue as security, and people thinking he is part of the security team he would have been wearing a high viz jacket but that's not what we did

J – How much are the security personnel paid

P – They are paid through SA UK I pay them

J – Ok so it wouldn't necessarily be a true reflection on what they earn per evening

P – No

D – Otherwise what's the point of SAUK existing

J – Yeah absolutely

P – They're taking their cut

D - Quite right too

J – Yes, okay, okay

D – I mean that's

J – Sorry go on

D – No no no there's a difference of opinion about the extent of which he's getting involved, but the key thing from Pams point of view is that that isn't the purpose of his, for which he was taken on the understanding was between us in terms of

P – I know if stuff like you know, I can't say when that happened but I've been caught up in the middle of a fight and I know your either going to say to me you're either a licence holder or a DPS but

regardless stuff like you know erm I've gone straight in there to prevent a fight, its normal reaction when something but working there if he or Mat just stand there do nothing I'm going to say to them what the hell am I paying you for, why aren't you, like you know, go and do something until the door team gets in there, whether it's right or wrong

J – And that is the question because if you need more eyes and ears present, you need more door staff and that would be the police stance

P – But I've taken punches as well stuff like you know, got caught in the middle of it so,

J – And you've used that phrase a couple of times, getting caught in the middle comes back to infers unavailability, unforeseen circumstance, that's the difference and it is a difference, its referenced as a difference in the statement from Mark Wright

P – (inaudible)

J – Well it says whilst member of venue staff may deal with incidents on an incidental basis, (inaudible) it appears that the subject has been involved in multiple incidents at the venue throughout the evening and therefore has fallen into licensable activity as laid out in the Private Security Industry Act 2001, the offence of section 3 paragraph 2, engaging in licensable conduct without a licence and crucially Pam obviously the first thing I showed you was a still in relation to this matter which is still on the desk and you're there.

P – Mmm

J – You've said what your expectations are, but I suppose our expectations as the Licence Holder at that time because Mat was the DPS you should be ensuring that people that operate in your venue within the law i.e. not stepping outside the confines of the licensable activity because it's a breach of the mandatory conditions in relation to that or maybe.

P – But going back to the last review I think it was or it could be the one before, I don't know I get confused

J – I wasn't involved in the one before that

P – I don't know which one it was but I remember stuff like we were being criticised for not handling erm disorder

J – Yeah

P – Conflict

J – Very much so

P – Yeah and I I you know today you are telling me that I've got someone who I have taken on to assist us

J – Yeah

P – On the management side of things so

J – Yeah

P – Yeah stuff like, the door staff presence, they're there to do their job

J – Yeah

P – Their duty, but he's assisting me and Mat as a wanderer erm, you know stuff like making sure that things are going smoothly in places and if he's going to erm see something and not do anything you know erm, how can I word this, if he's there and stuff like you know, you do see him in the footage as

soon as the door team arrives, he moves away, so there's a bit of both isn't there and stuff like you know

J – No no I, to be fair I don't think there is, you are quite right, you were criticised by the Police, lets depersonalise it

P – Yeah

J – Cos actually I don't think that was me as an individual, by the Police for their handling of disorder at the premises the correct way to put measure in place in my opinion is to have a sufficient security provision not have somebody who is employed in a front of house capacity then that does that provision as well cause he adds a presence and people know who he is. That is

P – I thought that would help the business

J – Right well it clearly hasn't helped these circumstances has it to a point

P – But he's not there now anyway so I mean, he was just there on a temporary basis and it wasn't ever going to be long term, it was just for the busy period

J – Which the busy period

P – December

J – Which can offer more risk and there somebody who is not licenced carrying out door staff functions in the eyes of the authority

P – But then then stuff like you know when, I'll use Paul as an example then, if Pauls there then stuff like something kicks off in front of him, he's not going to stand back is he he's got a vesting interest in the property, he's there stuff like you know

J – The only thing I can say is whenever anybody uses a level of force or carries out an activity, the force they must be able to justify and they must be able to show that the activity isn't offending, in the eyes of the SIA, the activities he's carried out where there is a level of force used albeit I'm not saying excessive, in the eyes of the SIA he is carrying out the functions of a security door staff if, are you saying he isn't, you know

P - Well you know its

J – I'm not saying what you employed him for

P – Yeah

J – Are you saying he isn't acting in the capacity of a door supervisor

P – Well he's not acting as

J – With what he's physically doing, what would the public think he was

D – Santa Claus, he's got a Santa hat on

P – Its December, oh its February

J – Not very seasonal is he

P – Erm, manager

J – Okay

P – Assistant manager, I don't, I don't know what he said I'm employed him as front of house

J – Okay

P – I don't know what he said to people, cos I you know, how he justified it, maybe he said nothing at all

J – And I'm not going to comment on that either way cos I don't know

P – I don't know

J – And an

D – And you have, you are at an advantage here because you've got a statement from somebody well Pams not had the opportunity to to counter that with, you know I could speak to people in the trade I've known for a long time who may have a different view about that

J – Possibly so but

P – But you see

J – Sorry Pam just one sec, trades one thing, that's the government body that regulates

D – Well

J – So to be fair that would I suggest be the go to person, certainly for the authorities

D – Well then, I've not had chance to cross examine him yet

J – No, not yet, sorry Pam

P – I've forgot what I was going to say

J – Okay again, well we've said what our viewpoint is, we've shown you the footage, we've explained why we've come to that viewpoint

P – Aha

J – You not agreeing isn't necessarily as issue cos

P – No no no

J – Cause you are entitled to your

P – Cos I know

J – Position

P – What I wanted him to do and stuff like you know

D - Yes and I guess that's a matter for, should it go that far, a matter for court to decide on that point and the other point as well actually so yeah, obviously

P – and do you know it's no different to what me or Mat do

J – Okay, that doesn't necessarily make it right

P – No but

J – That's the the point I'm trying to make

P – No I'm saying stuff like you know we've gone from where stuff like we were criticised to where we are trying to now deal with things and make sure that they don't escalate ad turn into a massive brawl

J – Yeah

P – And nip it in the bud as soon as we can and to be fair the door staff have got better

J – Yeah, I think that's a reasonable point but bare in mind that was the advice that was given by the police to get rid of the door team that existed and

P – Yeah, but they keep you know, even though I employ a company SA UK I still don't get the consistency, so you know, I know we've been in lockdown and some people have had a change of plans and they don't want to come back or whatever but stuff you know numbers have reduced, everyone's capacity has halved now so its different erm but erm but I don't know, you know what the best thing to do and I felt that I needed him to there because it helped for that busy period I didn't want to be in a similar situation as in the past

J – Okay

P – That's it

J - Anything else from

N – No

J – Okay, anything else from yourself Mr Craig?

D – No I think we've dealt with everything pretty comprehensively to be fair so, you've got your answers

J – We've got some answers

P – Do you want these signing in sheets, copy

J – No because I accept the capacity that is erm

P – Okay

J – Shown on those sheets so I don't dispute that they exist but the position is not agreed I suppose is the way to put it but the sheets say what they say I don't dispute that at all

P – Ok

J – Right, just bear with us a moment, right, this is a master seal which goes around one of the discs do you want me to get you some sanitiser for the pen

P – No

N – There's some wipes here its (inaudible)

J – To wipe

P – No

J – No

P – Happy to sign it

J – I did have somebody the other week insist on it which is fine

P – Where do I sign

J – Which is fine, but they spent more time going on about that than they did in the interview

D – (inaudible)

P – I think there going to become a point where we are all gonna get it anyway

N – I jolly well hope not

D – Well some people just won't get it they will just have a natural immunity to it, they think that's quite a of of people, it's a very strange

N – Scary times

J – Mmm, the time by the recording device is 17:18 and I'm now going to stop the recording

D – So

****END ****

