

Coronavirus precautions on the Defence Training Estate

The Training Estate is considered an important asset in support of the military's response to COVID-19, and every measure is being taken to ensure personnel are protected from the virus. In particular, staff at Warcop Training Area in Cumbria and Swynnerton Training Camp in Staffordshire brought in extra facilities to ensure the safety of soldiers.

Facilities at Warcop Training Area were in use by soldiers from 4th Battalion, the Royal Regiment of Scotland. Numbers in each building were restricted to ensure that social distancing measures could be observed. Working with our industry partner Landmarc and their sub-contractors Splashdown, additional shower and toilet facilities were temporarily brought in to make sure that numbers could be limited. 2 mobile laundry facilities were also provided. Due to the fast-moving nature of the Coronavirus pandemic, the teams had to work very quickly and the new facilities were in place within 2 weeks.

At Swynnerton Training Area, members of 29 Regiment Royal Logistics Corps were preparing to be individual augmentees for various different operations around the world, as well as soldiers returning from rest and recuperation time after having been on operations. As personnel were coming in from different parts of the world, each group was kept isolated from other groups, including taking their meals and undertaking fitness training separately until they had completed 14 days in self-isolation.

Personnel were accommodated in the normal camp accommodation which had been rearranged to give sufficient space between soldiers, with separate ablution facilities for each group. Landmarc arranged for additional toilet and shower blocks at Swynnerton as well as Warcop. In total an extra 20 showers, 18 toilets and 6 hand washing stations were brought in at Swynnerton. The facilities arrived within a week.

Colonel Phil Cook, Deputy Head of UK Training at DIO, said:

At both Warcop and Swynnerton the DIO and Landmarc teams on the ground had to react very quickly and proactively to a changing situation. Plans had to take into account the number of troops, existing facilities, available space and any steps which could be taken to protect troops, contractors and staff. Their hard work ensured that all the soldiers could complete their training safely.

Mark Neill, Landmarc's Managing Director, said:

As DIO's industry partner for the strategic management and operation of the UK Defence Training Estate, our primary

responsibility is to enable our servicemen and women to deploy safely on operations. The speed and agility in which critical services have been delivered in response to the Coronavirus crisis reflects the high level of collaboration between Landmarc and DIO to ensure we can continue to support the nation's key defence and national security outputs.

[London rapist has sentence increased](#)

A man who violently raped one woman and attempted to rape another has had his sentence increased following intervention by the Solicitor General, Rt Hon Michael Ellis QC MP.

Wilfred Marodza, aged 28, had been drinking with friends after work on 19 July 2019. He had been harassing people in a bar and behaved in a sexually provocative manner to a number of women.

After leaving the bar in the early hours of the next morning, Marodza began following the first victim who was on her way home. He grabbed her by the neck and dragged her to a secluded park. Marodza then threatened to kill her, made her strip naked and raped her. After a struggle, the woman eventually managed to escape and ran away from Marodza, who chased her.

One hour later, Marodza approached his second victim, who is visually impaired, while she was waiting for the bus. He offered to help her find a taxi, before grabbing her and placing his hand over her mouth. She managed to scream, causing the offender to run away. He was later arrested at his home in Eastbourne, after his work ID was found by police at the bar he had visited the day before.

Marodza was sentenced to 14 years' imprisonment on 16 January 2020 at the Inner London Crown Court. Following a referral to the Court of Appeal by the Solicitor General, on 27 March the sentence was found to be unduly lenient and has been increased to a sentence of 16 years' imprisonment, with a 5 year extended licence.

After the hearing the Solicitor General said:

"Marodza subjected his victims to depraved, callous attacks, resulting in serious emotional trauma. I am pleased the Court of Appeal agreed he should serve a longer sentence, and hope the increase brings some comfort to the victims."

Sewing skills making a difference

News story

Our employees can volunteer in response to Covid-19 during work time, if they are not a key worker. Tracey Standring is one of those volunteers.



Tracey is putting her sewing skills to good use

Employees are bringing different attributes to the volunteer cause, including Tracey Standring of Corporate Planning at the Risley office in Warrington who is putting her sewing skills to good use in her spare time.

Tracey, alongside fellow sewers in a purposely-formed local Trafford 'Scrub Hub', have been supplying numerous hospitals and clinics with protective medical scrubs, scrub bags and headbands, and are now focused on supplying nursing homes that have insufficient and inadequate PPE.

She said:

It's fantastic how people are pulling together to support the community, I really wanted to volunteer but was struggling to know how I could contribute. I found a pattern to make scrubs that are desperately needed and realised this was how I could make a difference.

Our team has distributed more than 100 sets of scrubs and 450 scrub bags so far to Trafford General Hospital, Salford Royal Infirmary, Altrincham General Hospital, Wythenshawe Hospital, Manchester Children's Hospital, a number of medical centres and GP surgeries as well as care and nursing homes. We have lots more scrubs in preparation and others awaiting fabric.

So far, the group have been sewing scrub bags with recycled duvet covers and pillow cases as well as donated fabric, however sourcing material has been a challenge.

Tracey with the donated fabric

Tracey's work colleague Brenda Martin has been contacting our supply chain to request any surplus fabric, and she has recently received a donation from Carrington Textiles who supply fabric to the manufacturer of Sellafield Ltd's PPE clothing.

Tracey added:

We have a GoFundMe page for the Trafford group and have raised over £1500 so far to buy fabric. Meanwhile, we've had the offer of using the textiles room in a local secondary school to help production, we are trying to get more sewers signed up and I've been asked to help project manage the hub group.

The community spirit, togetherness and innovative ways in how we work to support communities are vital in the process of managing this crisis.

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[Update on Company Names Tribunal services](#)

News story

We have plans in place to maintain services for customers while ensuring the ongoing protection of staff.



Following government advice on measures to tackle the spread of the coronavirus, we are able to confirm that our services are mainly unaffected

at present.

Our people are our top priority. The majority of our staff are equipped to work from home and are doing so to avoid unnecessary travel and social contact. Our sites remain open for essential work that can only be undertaken on site.

Online services

We are still able to process fees, paper forms, faxes and paper correspondence. But, we ask customers to use our online services whenever possible. This will give us the best chance of continuing to deliver our services.

For services that are not available online, we have created an email address called paperformcontingency@ipo.gov.uk which can be used instead of faxing, or posting documents to us. For now, our fax machine is still operating. We will review this and will let you know if we are going to shut the fax service down. Please do not send duplicate copies to the email and fax. This will slow down the processing of yours and others' forms.

Hearings service

Aldgate Tower where we undertake Tribunal hearings is currently not operational.

- we will continue to operate hearings via telephone, Skype or other virtual methods
- no further physical hearings will be booked or take place until 1 June 2020 (this date will be kept under review)
- parties will be contacted over the next few days if their current hearing arrangements need to change

We will continue to update this page with any changes to services, as well as providing more details as they develop.

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[Low Pay Commission urges action on illegal underpayment of apprentices](#)

Press release

The LPC's non-compliance and enforcement report looks at why so many

apprentices are underpaid and what can be done about it.



The Low Pay Commission (LPC) today publishes its third stand-alone report into compliance with and enforcement of the National Minimum Wage (NMW). The report uses data from 2019 to investigate the nature and extent of underpayment. This dates from prior to the current Covid-19 outbreak and shutdown, which have had significant impacts for many low-paid workers and their employers.

Bryan Sanderson, Chair of the LPC, said:

The current situation has brought to the attention of all of us the importance of low-paid workers to many of our vital services, including health and social care and the production and distribution of food. The priority is clearly to try to secure the survival of businesses and jobs which are very much at risk. Ultimately, an effective enforcement regime is an essential contributor to the objectives of protecting workers and ensuring a level playing field for businesses too.

The Government has made progress in recent years but more can still be done to protect the most vulnerable, in particular apprentices.

The report examines underpayment of all groups of low-paid workers, but focuses in particular on apprenticeships, where surveys show around one in five apprentices earn less than their legal entitlement. The LPC's analysis suggests that confusion around the requirement to pay apprentices for their training hours is likely to account for a large proportion of this underpayment. The LPC makes several recommendations to Government to better protect apprentices, by reviewing how it investigates these cases and better communicating the risks they face.

The report also looks at the problems workers face in accessing their payslips and understanding whether or not they are underpaid. Recent changes to the rules have improved workers' rights, but still need to be publicised and enforced.

Overall, the report finds that the amount of measured underpayment fell

slightly in 2019 from 2018, with over 423,000 workers recorded as underpaid. But this level remains higher than in many previous years, and the prevalence of underpayment varies significantly by occupation. HM Revenue and Customs' enforcement activity in 2018/19 secured the repayment of more arrears for more workers than ever before. The report considers what HMRC's statistics do and do not tell us about their work, and what more needs to be done to ensure the enforcement regime is as effective as possible in meeting the needs of underpaid workers.

Recommendations

In full, the LPC's recommendations to the Government in its 2020 non-compliance and enforcement report are:

- We recommend the Government evaluates what data are recorded in non-compliance investigations, and considers how this can be used to develop measures of cost-effectiveness.
- We recommend the Government monitors the effects of the increase in the threshold for naming employers found to have underpaid workers.
- We urge the Government to take responsibility for the delivery of the new higher NLW target in the sectors where it is the main source of funding.
- We recommend the Government uses targeted communications to both apprentices and their employers to highlight underpayment risks, and in particular the problem of non-payment of training hours.
- We recommend HMRC review the way they record apprentice underpayment, and to publish the numbers and profile of the apprentices they identify as underpaid.
- We therefore recommend that HMRC review their approach to investigations involving apprentices, to understand whether these investigations would identify non-payment of training hours.
- We join the Director of Labour Market Enforcement in recommending that the Government reviews the regulations on records to be kept by an employer, to set out the minimum requirements needed to keep sufficient records.

Notes for editors

1. The current report follows a similar report in 2019, which also made a

series of recommendations to the Government. These covered how the Government communicates with employers and workers; the guidance available to employers; and the resumption of naming rounds for non-compliant employers. In its written evidence on enforcement to the LPC, BEIS announced its acceptance of all of last year's recommendations.

2. The National Living Wage (NLW) is the statutory minimum wage for workers aged 25 and over. Different minimum wage rates apply to 21-24 year olds, 18-20 year olds, 16-17 year olds and apprentices aged under 19 or in the first year of an apprenticeship.
3. The age threshold for the NLW will be reduced from 25 to 23 in 2021, and then further to 21 by 2024. This follows a review of the structure of the National Minimum Wage youth rates and recommendations made by the LPC last autumn.
4. The NLW was introduced in April 2016 and had a target of 60% of median earnings by 2020, subject to sustained economic growth.
5. The Government published its remit to the LPC for 2020 alongside the 11 March Budget. This confirmed a new target for the NLW, to reach two-thirds of median earnings by 2024. In the remit, the Government asks the LPC "to monitor the labour market and the impacts of the National Living Wage closely, advise on any emerging risks and – if the economic evidence warrants it – recommend that the government reviews its target or timeframe. This emergency brake will ensure that the lowest-paid workers continue to see pay rises without significant risks to their employment prospects." The full remit letter is available [here](#).
6. Rates for workers aged under 25, and apprentices, are lower than the NLW in reflection of lower average earnings and higher unemployment rates. International evidence also suggests that younger workers are more exposed to employment risks arising from the pay floor than older workers. Unlike the NLW (where the possibility of some consequences for employment have been accepted by the Government), the LPC's remit requires us to set the rates for younger workers and apprentices as high as possible without causing damage to jobs and hours.
7. The Accommodation Offset is an allowable deduction from wages for accommodation, applicable for each day of the week. In April 2020 it will increase to £8.20 per day, matching a commitment made in 2013 to increase it to the level of the National Minimum Wage.
8. The National Living Wage is different from the UK Living Wage and the London Living Wage calculated by the Living Wage Foundation. Differences include that: the UK Living Wage and the London Living Wage are

voluntary pay benchmarks that employers can sign up to if they wish, not legally binding requirements; the hourly rate of the UK Living Wage and London Living Wage is based on an attempt to measure need, whereas the National Living Wage is based on a target relationship between its level and average pay; the UK Living Wage and London Living Wage apply to workers aged 18 and over, the National Living Wage to workers aged 25 and over. The Low Pay Commission has no role in the UK Living Wage or the London Living Wage.

9. The Low Pay Commission is an independent body made up of employers, trade unions and experts whose role is to advise the Government on the minimum wage. The rate recommendations introduced today were agreed unanimously by the Commission.
10. The nine Low Pay Commissioners are: Bryan Sanderson, Professor Sarah Brown, Professor Richard Dickens, Kate Bell, Kay Carberry, Simon Sapper, Neil Carberry, Clare Chapman and Martin McTague.
11. Bryan Sanderson can be contacted via the Low Pay Commission's press office (0207 211 8132).

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