



AN
INFORMATIVE
GUIDE ON:

THE NATIONAL REFERRAL MECHANISM (NRM)

FIRST OF ALL, WHAT IS MODERN SLAVERY?

Modern slavery is a **complex crime**. You may be a victim if:

You work excessive hours.

You're kept in your job with the promise of future payment.

You are not allowed to leave your workplace.

Your bosses **control** what you do on your **free time**.

You get / were paid **under the National Minimum wage**

You're not paid for your work.

You're / have been **moved** from one place to another to work

They've retained your passport

Any of the above examples could be an **indicator** of **exploitation** or **modern slavery**.

If you're a victim of modern slavery, **it does not matter** if you consented to **your work conditions**.

Your employer committed a **crime** and, as a victim, you have the **right to receive support**.



THE NATIONAL REFERRAL MECHANISM (NRM)

It's a system to **identify** potential **victims** of **modern slavery** and guarantee they receive **adequate support**



WHO CAN HELP ME?

ONLY certain organisations, called **First Responders** can refer people to the NRM

Examples:



Other organisations, like **LAWRS**, can help and provide support to make sure you're referred to **correctly.**

INFORMATION TO CONSIDER:

If you're an adult, you must give your **consent** to get referred.

You can access the NRM if you're **currently** a victim of exploitation or if you **were** a victim in the past.

Your immigration status is **irrelevant**, but your information **will be shared** with the government and **the police**.

You're **NOT** required to **cooperate** with the police in order to **get support** from the NRM.

HOW DOES IT WORK?

The decisions are made by a **Competent Authority**. It can be a **Single Competent Authority (SCA)** or **Immigration Enforcement Competent Authority (IECA)**

1. REFERRAL TO THE NRM



Once you are **referred to the NRM**, the government must decide if they consider that there is a **suspicion of modern slavery** (this usually happens in 5 days).

2. REASONABLE GROUNDS DECISION



If the decision is **POSITIVE**, you go into the NRM and the **Authority** will analyse the case with more detail. They have a minimum of **30** days to do so.

WITH A POSITIVE REASONABLE GROUNDS DECISION, YOU HAVE THE RIGHT TO:



**Temporary
housing**
(Usually outside of
London)



**Support to access
legal advice**



**Material
assistance**



**Free
health
care**



**Education and
training**



Counselling

HOW DOES IT WORK?

After the **30 days**:

3. CONCLUSIVE GROUNDS DECISION



Positive decision: You're **recognised** as a victim of modern slavery. The support continues for **45 days**.



Negative decision: The support continues for **15 days**.

This **does not** mean you **haven't been** a victim of modern slavery. This is only from the Authority's perspective.

4. END OF NRM PROCESS



REMEMBER THAT:

Support can vary from case to case.

Being in the NRM DOES NOT mean you get a visa to stay in the United Kingdom. (*)

() At the end of the process, the government may ask you to return to your country of origin.*



POINTS OF CONTACT

HELPLINE - LAWRS:
0808 145 4909

Tuesday to Friday
11:00 AM to 1:00 PM

CAROLINA: Labour exploitation
carolinac@lawrs.org.uk

UK MODERN SLAVERY & EXPLOITATION
HELPLINE:
08000 121 700

Available **24/7** and they have **interpreters** by
asking the language you need.

If you're in **immediate danger**, get in
contact with the police through **999**

General enquires:
info@lawrs.org.uk

