datascope

Right to Work Webinar / Key Takeaways

One Month In.

Right to Work challenges and good practice.

18th November 2026 | With **Dean Tuhey**, Founder of PPAC



01 Key takeaways from our webinar

One month in, one of the biggest Right to Work risks isn't just a missing document. It's the person arriving on site who isn't who their documents say they are.

These are the highlights from our webinar with Dean Tuhey, founder of PPAC, DataScope's integrated digital Right to Work partner, on what the first month of the new rules has revealed, with civil penalties of up to £60,000 per illegal worker now reaching right down the supply chain.

Missed the webinar, or want the detail?
Watch the full recording with Dean Tuhey, on demand.

Watch the full webinar

02 Seven lessons from the webinar

Identity Gaps Manual Checks Missed	The identity must belong to the person doing the work.
Account Sharing and Substitution	Dean reports 365 impersonations in just three months.
Status Mistaken for Permission to Work	A valid share code isn't unrestricted permission to work.
Expired Permissions, Missed Follow-Ups	The initial check is only one part of ongoing compliance.
Accountability Gaps in the Supply Chain	Involving more parties doesn't shift responsibility.
Weak Contractor Onboarding	Compliance is often admin, not a controlled process.
Enforcement Exposure for Smaller Firms	Home Office illegal working arrests rose 20% in early 2026.



"We all work really, really hard, and **it just takes that one person for our reputations to go from hero to zero.**"

Dean Tuhey · Founder, PPAC

03 Practical next steps

Five steps Dean recommends to strengthen your Right to Work process.

1. **Map Your Working Arrangements**
   Look past employment labels to who is actually in scope, including self-employed, CIS, gig, and contract workers across your projects.
2. **Close the Supply Chain Gaps**
   Agree in writing who completes each check and who holds the evidence, from the main contractor down to agencies and subcontractors.
3. **Check Your Provider**
   Confirm your technology is a certified Digital Verification Service Provider for Right to Work, as generic identity software isn't enough.
4. **Manage Status Over Time**
   Complete follow-up checks before permissions expire, and make sure status changes reach everyone who needs to know about them.
5. **Verify the Person, Not Just the Document**
   Confirm the verified worker is the one walking through the gate, with a final face match on site to close the gap on substitution.

04 Common gaps to avoid

- ✕ Accepting a share code at face value
- ✕ Assuming the agency has done the check
- ✕ Not meeting workers face to face
- ✕ Treating a driving licence as proof
- ✕ Checking once with no follow-up
- ✕ Using uncertified technology



"There is only one number that all of us can reach relating to Right to Work, **and that's 100%.**"

Dean Tuhey · Founder, PPAC

Right to Work Compliance Checklist
Built with Dean and PPAC around the seven areas above. Tick what you can evidence today, score each area, and start with your lowest.

Download the checklist

How DataScope can help

Find your gaps
before they find you.

Integrated with approved digital identity framework partners, DataScope builds compliant Right to Work checks into onboarding and site access.

Contact us →

Explore Right to Work

datascope