



FAIR WORK CONVENTION

FAIR WORK IN HOSPITALITY INDUSTRY INQUIRY GROUP (HIIG)

MINUTES

DATE: 12 OCTOBER 2022

1) Welcome, Introductions, Apologies and Housekeeping

Attendees: Co-Chair Linda Johnston Auchrannie Resort, Co-Chair Satnam Ner Prospect and Fair Work Convention, Academic Advisor Professor Tom Baum Strathclyde University, Carina Contini Contini Edinburgh, Marc Crothall Scottish Tourism Alliance, Lawrence Durden Skills Development Scotland, Anna Hirvonen Poverty Alliance, Jonny Kinross Grassmarket Community Project, Caitlin Lee Unite the Union, Bryan Simpson Unite the Union, Leon Thompson UKHospitality Scotland, Steven Beattie Sodexo UK, Tam Wilson Better than Zero, Susan Martindale Mitchells & Butlers, Violeta Ademe, Carmen Simon, Mike Jones The Stand

Apologies

Apologies were noted from:

- Moira Tasker, Inclusion Scotland
- Mark McHugh, Bakers, Food and Allied Workers Union
- Chris Wayne-Wills, Crerar Hotels
- Paul Togneri, British Beer and Pub Association

Membership

It was noted that Mike Jones from the Stand Comedy Club and Tash Miller, Stirling University Students' Union President and representative of NUS Scotland have joined the meeting. Biographies of all members were circulated ahead of the meeting.

Welcome

It was noted that a range of guest speakers and observers made up of policy officials from the Scottish Government and Public Health Scotland were joining this session.

Minutes

The minutes from the previous meeting were Agreed and members were reminded to put forward suggestions on speakers or best practice examples that could be included in the meetings to Fair Work Secretariat.

Members agreed the dates and locations of all future meetings.



2) Worker Story” drawn from the Research undertaken by National Institute of Economic and Social Research (NIESR)

The Chair invited members to give their reflections on the stories that were shared.

3) Presentation NEISR research on perspectives and lived experiences of hospitality workers

The Inquiry heard from Jasmine Rostrom of NEISR who presented their research, commissioned by the Fair Work Convention, examining the perspectives and lived experiences of hospitality workers, exploring the detrimental impacts of precarious work, low pay and poor working conditions on the physical, mental and social well-being of those working in the hospitality industry.

4) Presentation by The Poverty Alliance on their planned ‘Serving the Future’ research

The Inquiry heard from Laura Robertson, Andy Sharp and Fiona McHardy from The Poverty Alliance and Rob Watts and Helen Schwittay McArthur from Strathclyde University who are involved in research programme presented on their planned ‘Serving the Future’ research which will be researching solutions to low paid work in Scotland’s hospitality sector.

The Chair invited questions/comments from the floor

5) Presentation by Bryan Simpson Unite The Union

Bryan gave a presentation on Trade Union reflections of precarious and problematic work practices in the industry which included a story from Caitlin Lee on a sexual assault that she experienced when leaving work late at night trying to secure transport home.

6) Presentation by Marc Crothall Scottish Tourism Alliance

Marc Crothall gave a presentation on the employer reflections on precarious and problematic work practices in the industry. Marc also outlined the Hoteliers charter and its aims and objectives.

The Chair invited comments from members on the presentations

7) Full Group Discussion continues

Chair opened the final discussion session and reminded members to consider the question: What are the precarious and problematic practices that most impact workers in the sector?

The Chair then encouraged reflections from the inquiry group on what potential solutions existed to drive improved fair work practice across the sector.



Chair encouraged any further contributions to be emailed to the Fair Work Secretariat.

8) AOB

Date of next meeting: 15 November 2022 10:00 – 12:30