



Fair Work Convention Inquiry into the Hospitality Industry

Members Biographies

Co-Chairs

Linda Johnston, Co-founder and Executive Chairperson of Auchrannie Resort. She was a founding Director of VisitArran in 2012 and is currently a member of Arran Economic Group and Ayrshire Visitor Economy Strategy Group. She is also a Director of Arran Development Trust (Vice Chair) and Ayrshire & Arran Destination Alliance (Chair).



Linda was the driving force behind the 2017 decision to transition Auchrannie to Employee Ownership and was supported by Highlands and Islands Enterprise (HIE) and Co-operative Development Scotland (CDS). This is the first hotel in Scotland to become employee owned and the decision is seen as pioneering in the hospitality industry. The award-winning Island resort comprises two 4-star hotels, 30 5-star self-catering lodges, 14 self-catering Retreats, fully serviced Motorhome Stopover, 2 leisure clubs, 3 restaurants/bars, ASPA destination Spa, children's Playbarn, and the Arran Adventure Outdoor Company.

Satnam Ner, Prospect and Fair Work Convention has been an active lay rep at Rosyth Dockyard for more than 32 years during which time he served as the Chair of Prospect Rosyth Branch, representing nearly 800 specialists including engineers, managers, scientists and administrators. Since 2008, he has been elected to Prospect's National Executive Committee.



A member of the Scottish TUC General Council since 2007, he is a former STUC President. He has been elected onto the STUC Black Workers' Committee for 21 of the 24 years that it has existed. A Chartered Scientist and Fellow of the Royal Society of Chemistry, he works for the Marine and Technology Division of Babcock International Group at Rosyth, Fife. For most of his career he has specialised in radiation safety and his current work is on the decommissioning of the redundant nuclear submarines at Rosyth. Alongside his scientific and trade union roles, he also recently worked as Diversity and Inclusion (D&I) Manager at Babcock to deliver its divisional D&I strategy in for promoting equality and embedding inclusiveness.



Members

Caitlin Alexandria Lee has direct experience of hospitality work and is the **chair of the Glasgow branch of Unite Hospitality**. Her initial interest in her union were triggered by mass redundancies at her workplace at the beginning of the pandemic, but since then she and her branch have set their sights on fighting sexual harassment and gender-based violence within the sector.

Violeta Andeme is a Spanish citizen from Equatorial Guinea. She has been working in the hospitality sector for more than 20 years, the last four years in Edinburgh. She is a member of UNITE the Union.

Violeta would like to see a better understanding of the issues impacting on the workforce in order to improve the service offered by the hospitality sector and the terms and conditions of workers. Bringing her experience in the sector to provide valuable input/ insight to the Inquiry Group.

Scott Anderson was elected as Heriot-Watt University Student Union Vice President in March 2022 and later co-opted as **Student Union President** in February 2023. In this role Scott represents students in many facets: taking the lead on sustainability, housing and the cost-of-living crisis. Scott also has 5 years of experience in the hospitality sector both as an employee and at a managerial level.

Professor Tom Baum, University of Strathclyde, academic interests address the social and strategic contexts of low skills employment, with particular focus on hospitality and tourism. This interest stems from over 30 years of experience in the strategic planning and development of vocational and professional education and training, as a research director within the public sector, as an educator in universities and as consultant to the private sector and to public sector, internationally funded projects across five continents. A key focus of Tom's work addresses the role of public and private stakeholders in planning and HRD for the diverse employment environment of hospitality and tourism. Much of Tom's strategic development work in this area has been located in developing country contexts in Asia and Africa. He also collaborates in research which addresses related areas of employment including migrant work and episodic, events volunteering.

Carina Contini is a leading figure in Scottish food and **co-owner of Contini** Edinburgh. She was the resident chef of Scots Mag for eight years until 2021 and has written for the Scotsman since 2012 and regularly contributes to the Herald, BBC Radio Scotland and BBC Radio 4. Carina was the first female chef to be appointed to the Slow Food Chefs Alliance (now Cooks Alliance) and she was named a Scotland 2014 Food and Drink Ambassador. At 30 she was named The Glenfiddich Food



Personality of the Year 1999/2000 as well as named Food Personality Scotland in 2001 by Harpers & Queen. In 2019 Carina was appointed as the first Royal Highland Education Trust Ambassador. Women in Tourism top 100 in 2021.

Marc Crothall, was appointed as the first **CEO of The Scottish Tourism Alliance (STA)** which is acknowledged as the overarching trade body for the sector in Scotland. He is the lead industry representative on the Scottish Tourism Emergency Response Group (STERG) and Scotland's Tourism Task Force. He also chairs the National Food Tourism Leadership Board is Scotland's representative on the UK Tourism Industry Council is a board member of Apprenticeship in Hospitality Scotland Hoteliers Charter, Interface and Springboard (Scotland). In 2020 he was awarded the "Fellowship" by the Scottish Hotel industry for his outstanding contribution to the industry.

Lawrence Durden, Skills Development Scotland, Tourism Sector Manager working with industry stakeholders, partners and employers to help identify and address the key skills issues that the tourism sector faces. Lawrence is a member of the Tourism Skills Group in Scotland and for the last two years has been a representative on the Scottish Tourism Emergency Response Group (STERG) working to help the sector recover from the impact of the pandemic.

Anna Hirvonen, is an Accreditation Officer at **Living Wage Scotland**. Living Wage Scotland aims to increase the number of accredited Living Wage employers in Scotland, and also encourages employers to gain Living Hours recognition, providing security of hours and contracts alongside the real Living Wage.

Living Wage Scotland is a partnership between the Living Wage Foundation and the Poverty Alliance, which is funded by Scottish Government. Anna provides guidance and advice to employers on Living Wage accreditation criteria and processes and leads on Living Wage Scotland's Hospitality and Tourism strategy. Anna is also responsible for the activity of Living Wage Scotland Hospitality & Tourism Steering Group, who help shape the organisation's activity within this predominantly low-paid sector.

Mike Jones is the **Managing Director** of the **Stand Comedy Club** which operates three year round venues in Edinburgh, Glasgow and Newcastle and a number of additional venues during the Edinburgh Fringe.

Until 2019, Mike was Executive Director / Head of Performing Arts at The Brewery Arts Centre in Kendal, Cumbria.

Prior to relocating to the Lake District, Mike was Head of Administration & Resources at Glasgow's Centre for Contemporary Arts where he worked on the reinvention of the organisation and the delivery of the £10M building redevelopment.



Mike has also worked at Paisley Arts Centre, delivered events such as the Miners' Gala for the Scottish TUC, and produced touring theatre with companies such as The Penny Mob and Clyde Unity Theatre, as well as running theatre, comedy and music events for the trade union movement in Liverpool.

Catherine Jones is the **Social Enterprise Director at the Grassmarket Community Project** and the founder of Coffee Saints. Catherine has over 25 years' experience of working in the hospitality sector, sixteen of these years were spent managing the catering & hospitality function at Edinburgh Zoo. In her current role Catherine manages a number of Social Enterprises at the Grassmarket Community project, which includes Catering & hospitality, Furniture making, Grassmarket Tartans and Candles. Catherine is multi award winning and was named as one of the UK's top 100 women in Social Enterprise by NatWest & Pioneers Post, Awarded Scotland's Social Enterprise Champion at the Scottish Social Enterprise Awards and was Highly Commended in Women in Social Enterprise UK. Catherine is passionate about providing opportunities for Edinburgh's vulnerable adults and helping them be the best versions of themselves.

Susan Martindale was appointed group **HR director for Mitchells & Butlers** in November 2012 having previously been group purchasing director and Divisional Operations director. Susan also led the Mitchells & Butlers business transformation programme between 2011 and 2012.

She is an executive member responsible for the development and execution of the company people strategy across 45,000 employees and leads the digital Delivery and Take home strategy.

Susan's HR role was extended in May 2018 to include executive responsibility for the restaurant Division. Accountable for c.500 businesses across the division and responsible for the operation of three brands – Harvester, Toby Carvery and Stonehouse with annual turnover of £600 million. Susan is also a trustee on the Mitchells & Butlers charity board and held a role as a trustee on the main pension board.

Mark McHugh, Bakers Food and Allied Workers Union, is the largest independent Trade Union in the food sector in the British Isles. First established in 1847, they have over 175 years of experience in representing employees in the food sector, from production at factories through to sales at shops.

Bakers Food and Allied Workers Union believes is that employees should feel secure and safe in their workplace and should be paid an equitable wage for the work that they do. They further believe that, by working together, workers have a much greater ability to achieve better pay and conditions and to address injustices.

Bryan Simpson, Unite Scotland Hospitality Organiser, Bryan represents and supports members in bars, cafes, restaurants, hotels & casinos across Scotland. Through the Fair Hospitality campaign Unite seek to provide hospitality workers with



the legal knowledge, organising skills and collective confidence to challenge unscrupulous employment practices and eventually rebuild an industry-wide collective bargaining framework.

Since its inception in 2017, the Fair Hospitality campaign has brought the issues faced by hospitality workers to the forefront of public attention with national campaigns on sexual harassment, zero hour contracts and unpaid trial shifts.

Moira Tasker, Chief Executive at Inclusion Scotland. She has over twenty years' experience of influencing policy in Scotland across a wide range of topics from poverty, housing, planning and transport to human rights, civic participation, and community engagement. These are linked by a passion to create a society where everyone has equal access to the opportunities they want to pursue in life.

Leon Thompson is Executive Director of UKHospitality Scotland. UKHospitality Scotland is the country's leading hospitality trade body representing the interests of hotels, bars, pubs, restaurants, coffee shops, indoor leisure, contract caterers and more.

Prior to his current position Leon was Government and Parliamentary Affairs Manager at Visit Scotland and before that worked as Communications and Corporate Affairs Manager at EventScotland. This solid background and experience in tourism and major events added to communication and management roles in the voluntary sector and at Audit Scotland.

Paul Togneri is the Senior Policy Manager - Scottish Beer and Pub Association. Paul joined after several years with the SNP based in Edinburgh and London. He is a graduate of Edinburgh University with a degree in Politics. Key Responsibilities: Undertaking day-to-day responsibilities of the SBPA Policy relating to beer and pubs in Scotland

David Trotter from Sodexo Live! is responsible for business in Scotland, Northern Ireland and The Open Golf Championship, one of Sodexo's highest-profile contracts. He also sits on the leadership team for the UK and Ireland.

Previously an account director overseeing stadia and racecourses in Scotland and Ireland. He was involved in the successful bid and delivery of services for the Commonwealth Games at Hampden Park, as well as securing new contracts for business with the National Football Stadium at Windsor Park in Belfast, and both football clubs in Dundee.

Prior to that he was catering and services director at Hampden Park, where he was responsible for retail, conference, banqueting and concert facilities.

Chris Wayne-Wills has over 25 years' experience in senior management positions in the hotel & tourism industry. His career started as a Sales Manager before quickly



becoming a General Manager. His wide and varied experience has included large city centre hotels, resorts with golf & spa businesses and various multi-property leadership roles. Chris is **CEO of Crerar Hotels**, a high quality, privately owned hotel group in Scotland whose purpose is to share the spirit of Scotland throughout all of their hospitality

Chris was one of the first recipients of the HIT Scotland Leadership Scholarship in 2008 and attended the General Manager's Programme at Cornell University, Chris is now a trustee of HIT Scotland. He is a fellow of the Institute of Hospitality and sits on the Institute of Hospitality and UK Hospitality Scottish committees

Tam Wilson, works for the **STUC** supporting the **Better Than Zero campaign** and Young Workers Project. Supports workers on precarious contracts to collectivise and challenge poor working practices across a range of sectors in Scotland. Engaged in developing training that gives workers the tools, tactics and confidence to become leaders in their workplaces.