

FAIR WORK CONVENTION

FAIR WORK IN HOSPITALITY INDUSTRY INQUIRY GROUP (HIIG)

WEB MINUTES

DATE: 19th March 2024

Attendees: Chair Satnam Ner, Prospect and Fair Work Convention, Co-Chair Linda Johnston, Auchrannie Resort; Carina Contini, Contini Edinburgh; Marc Crothall Scottish Tourism Alliance; Anna Hirvonen, Poverty Alliance; Leon Thompson, UK Hospitality Scotland; Lawrence Durden, Skills Development Scotland; Nick Troy, Unite the Union; Scott Anderson, NUS Scotland; Paul Togneri, Scottish Beer and Pub Association; Mike Jones The Stand;

Fair Work Convention Secretariat.

The Inquiry was joined by
Professor Patricia Findlay, Co-Chair, Fair Work Convention

Apologies

Apologies were noted from:

- Susan Martindale Mitchells and Butler
- Chris Wayne-Wills – Crerar Hotels
- Jon Heggie, Better than Zero
- Catherine Jones, Grassmarket Community Project
- Bryan Simpson, Unite the Union – substitute Nick Troy

Welcome

The Chair (Satnam Ner) welcomed members to the meeting.

Minutes

The minutes from the previous meeting were agreed and a light touch version will be published on the Fair Work Convention website.

Presentation: Draft Final Report Presentation – Helen Martin from Fair Work Convention Secretariat

Helen Martin presented the emerging findings from the final inquiry report. The presentation included an overview of the findings in each chapter of the Inquiry report and set out information on good practice case studies from employers related to the theme of the chapter.

Discussion on presentation

Everyone thanked Helen for an excellent presentation

Helen Martin reiterated that these are emerging findings and asked members if they had any reflections on areas to be explored further.

Presentation: Levers Overview and Recommendations - Helen Martin from Fair Work Convention Secretariat

Helen Martin presented the draft Levers and Recommendations to the group.

The Fair Work Convention commissioned research on potential levers to support fair work within the hospitality industry. It was conducted by a team of researchers at Strathclyde Centre for Employment Research (SCER) and it considered what tools or mechanisms state actors have to support fair work across the economy and in hospitality. The research looks beyond existing fair work conditionality, such as Fair Work First and considers approaches to encourage and support the further adoption of fair work practices.

Helen Martin discussed the recommendation of a Fair Work Agreement detailing six Recommendations. A seventh recommendation supports the industry to take ownership of the Fair Work Agreement going forward and recommendations 8-12 deal with other relevant issues that came out in the Inquiry.

Discussion on Recommendations

Chair closed the discussion and thanked everyone for their comments.

Next steps – The Chair outlined the next steps in the reporting process noting that the Secretariat will reflect on any feedback given from the Inquiry group on the report outlined in the meeting and the proposed recommendations and will consider what changes need to be made.

The Inquiry group will receive a copy of the draft Inquiry report ahead of the next meeting for discussion and agreement.

Date of next meeting: Tues 14th May 2024