FAIR WORK CONVENTION

Richard Lochhead MSP
Minister for Business and Employment
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Co-Chairs, Hospitality Industry Inquiry
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12 January 2026

Dear Minister Lochhead,

Fair Work Convention Inquiry into Hospitality – Next Steps

We are writing jointly as Co-Chairs of the Fair Work Convention's Inquiry into the Hospitality Industry, together with Leon Thompson (UK Hospitality Scotland), Marc Crothall (Scottish Tourism Alliance), and Kelly Johnstone (Chair of the Skills Sub-Group of the Tourism and Hospitality Industry Leadership Group), to underline two important points following the publication of the Inquiry's recommendations.

Firstly**,** we want to stress the urgent need to receive a **response from the Scottish Government** to the Inquiry's recommendations. The Inquiry reported in September 2024 and a significant amount of time has passed. While work on fair work continues in the sector, there has inevitably been a loss of momentum due to this delay.

This Inquiry was a significant and collaborative piece of work, bringing together representatives from across the sector to agree practical and achievable ways to advance fair work. The recommendations were made in awareness of pressures on Government funding and deliberately designed to require only modest funding over a reasonable timeframe, in line with advice received from the then Cabinet Secretary for the Wellbeing Economy, Fair Work and Energy, Neil Gray MSP. We believe these recommendations provide a clear and realistic pathway to improve fair work practices in hospitality and to promote and build on the good practice that already exists. We hope that the Scottish Government will support these recommendations and identify the necessary resources to enable their implementation and that a response to the inquiry will be received in the coming weeks.

Secondly**,** we are aware that the Industry Leadership Group (ILG) raised some practical questions and points regarding **Recommendation 1**. We wish to make clear that this should not be interpreted as a lack of support for the recommendation. This recommendation is vitally important as it underpins other inquiry recommendations and will also strengthen and support the ILG's wider work on fair

work within the sector. It is important that the Scottish Government supports this work and the proposed resource is made available.

We would also like to propose that the Skills Sub-Group of the ILG be considered as the most appropriate place for this resource to sit. We believe this would be a useful way forward taking into account the ILG's current structure and ways of the working and the Sub-Group's current work plan.

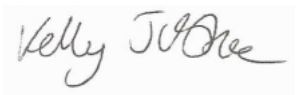
We appreciate the challenges around public finances noted in your recent correspondence, but we believe that implementing these recommendations will deliver long-term benefits for the sector and Scotland's economy. We look forward to working with you and your officials to ensure that this important work moves forward without delay.

Yours sincerely,

Linda Johnston **&** **Satnam Ner**
Co-Chairs, Hospitality Inquiry

Leon Thompson
UK Hospitality Scotland

Marc Crothall
Scottish Tourism Alliance



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