

# FAIR HOSPITALITY

## A CHARTER FOR WORKERS



### THE REAL LIVING WAGE

Paying staff the real living wage of £8.45 an hour not only improves their living standards it also reduces turnover by 66% and absenteeism by 25%.



### REST BREAKS

Everyone is entitled to 20 min break per 6 hours worked & 11 hours rest between working days but as we know, these breaks are very rarely adhered to within the sector. Our campaign seeks to secure rest breaks beyond this legal minimum.



### EQUAL PAY FOR YOUNG WORKERS

17 year-old workers are just as capable as 26 year-olds - so they should be paid the same.



### PAID TRANSPORT PAST 12AM

Bar/Club workers are regularly expected to work well beyond the last bus or train home. They should not be expected to spend 2 hours wages to get home.



### ANTI-SEXUAL HARASSMENT POLICY

52% of women report to having experienced unwanted behaviour at work including groping, sexual advances and inappropriate jokes. Employers have a legal duty-of-care to protect our colleagues from harassment. We want employers to adopt (and implement) clear policies which seek to pro-actively prevent sexual harassment in the workplace.



### A MINIMUM-HOUR CONTRACT

We should be able to rely on a minimum number of hours per week to pay our bills and plan our lives. Seasonal employers should adopt an Annualised Hours system which eliminates the need for zero-hours contracts.



### CONSULT ON ROTA CHANGES

We need to know what shifts we will be doing one week to the next. If the days or hours need changed, we need to be given enough notice to make our own arrangements.



### 100% TIPS TO STAFF

We rely on our tips and work hard for them we should therefore be able to keep 100% of them. That means no admin charges and a transparent TRONC system for tips.



### TRADE UNION ACCESS

Unionised workplaces are better paid, better trained and get more holidays. Employers should allow trade unions unfettered access to represent and organise staff.

Want to get involved in our campaign for fair hospitality?

Sign-up at:



[www.fairhospitality.org](http://www.fairhospitality.org)



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