

BIS
 Pubs Consultation,
 1 Victoria Street,
 Westminster
 SW1H 0ET

Dear Sir / Madam,

I feel compelled to write to you to express my concerns regarding the possible implications of the government Consultation into the relationship between pub Companies and their licensees. Legislation that will alter the industry and lead to an acceleration of pub closures.

I work as a business development manager for Admiral Taverns, I previously worked in the of the pub industry, prior to coming into the leased and tenanted area. I decided to leave my previous employer due to their ethics and morals not being in line with my own.

Motivation for working for Admiral was not an initial desire to move into the tenanted and leased sector, in fact my understanding of this area of the industry was limited. My reason for moving to Admiral was very simple, I knew from my initial interview meeting with my new Line manager, that he held principles that would allow me to conduct my role in a professional manner. whilst continuing through the

recruitment process, I met . , he again gave me the Confidence that the Company I was looking to join lived by the correct ethics and Morals. Admiral Taverns owns 1050 pubs across England and Wales, and was recently awarded the prestigious award of leased and Tenanted pub Company of the year by the publicans Morning Advertiser trade Newspaper. This award recognises the views of our Licensees, gathered confidentially by an independent market research Company, with the vast majority of Licensees stating that they would recommend us to another Licensee as a good business to work with. I often have potential Licensees contact me whom have been given my details by one of my current Licensees. This endorsement of our business seems to be in marked contrast to some of the assertions made in the consultation document, which in my view contains many inaccuracies and is prejudice towards the views of a relatively small but vocal minority.

Having worked for Admiral Taverns for . I have encountered many issues from Licensees, who are both established and new in their business, being new myself, to the company and sector, I have received support from all levels within Admiral, which has enabled me to resolve problems for tenants and most importantly, be able to conduct myself in a fair and honest manner. From my professional point of view being able to operate in a fair and honest manner is essential, on a personal level being able to support and help an individual, to develop their business and continue to love their pub and community is very important to me.

Over 22 years of employment, I have encountered many situations of employees that have been treated unfairly and dishonestly, I have also been a victim of this behavior. As a result of this, I will not tolerate working for a

Company that does not conduct themselves in a fair and honest manner. I can honestly say that in all of my years of business, that I have never been so proud and happy to be able to say that I work for Admiral Taverns, this is because of our conduct, and that I work for the leased and tenanted sector, and this is because of the opportunities that are available to our licensees.

I do recognise that there have been issues between a very large pub companies and their licensees in the past but through the implementation of the voluntary framework code real improvements have been made. Being new to the industry this framework has been essential.

The voluntary approach provides meaningful checks and balances, with companies held to account. I do not believe that statutory intervention is appropriate until such time as the voluntary framework has been given the proper time to be fully implemented and embraced. We as a business have never had a licensee complaint about us to the independent self regulatory adjudicator and neither have we had any rental appeals for external arbitration or adjudication. So we are completely bemused as to why we seem to be targeted for such action.

Beyond the recommendation of a Statutory Code some of the other recommendations would pose a serious threat to the viability of some of my pubs and change the emphasis of the relationship that I have with my licensee - from one of partnership and support to that of commercial landlord and tenant. Many of my pubs are in a rural location and the support that we have been able to provide has enabled the pub and the licensee to continue to succeed and as such support the community. I do not believe that changing this relationship would be in the interest of my licensee.

of the wider pub sector, which is already
reeling under the weight of over regulation and
onerous taxation, although the recent small beer duty
reduction was of course very welcome.

I would ask you to liaise with your colleagues
and ensure that the consultation process is more
balanced, focusing on the facts and real evidence
rather than myth, hearsay and the opinions of a
relatively small and unrepresentative group.

Yours Sincerely