

## PUBS CONSULTATION

CONSUMER & COMPETITION POLICY

DEPT FOR BUSINESS, INNOVATION & SKILLS.

Dear Sirs,

I write as a concerned employee within the Pub Industry.  
As part of my role as <sup>at</sup> Admiral Taverns, I have witnessed and assisted in the evolution of the company's self-regulatory Code of Practice over the last 3 years. I know first-hand how seriously <sup>we</sup> take this and how <sup>we</sup> ensure full compliance.

The improvements have been enormous and I firmly believe that self-regulation is working at Admiral. This is evidenced by the fact that we as a company have had zero complaints registered against us. The ethos of our company is very much one of partnership with ~~our~~ <sup>our</sup> tenants and this <sup>is</sup> endorsed and led by the senior management.

I also believe that the industry as a whole has embraced self-regulation and I know from speaking with counterparts at other companies that we are moving forward as an industry. I have genuine concerns that moving to a statutory regime will set this process backwards and instead of companies looking to go beyond the requirements of the Industry Framework Code with their own Company Codes of Practice, I believe statutory intervention will remove a lot of the goodwill built up and companies will quite naturally move to operating

On the minimum statutory levels which will often be less onerous than they are presently compared to voluntary codes.

I have further serious concerns that <sup>Mandatory</sup> changes to the tied relationship would be a disaster for tenants, landlords, suppliers and the industry as a whole and this is something that should be carefully thought through.

Firstly, I believe the fundamental relationship between landlord & tenant will change enormously. Changes to the tie will mean a higher initial rent which leaves tenants more exposed to poor trading. In recent years I keep in mind the adverse weather and economic conditions many free of tie operators have struggled.

Secondly, as the relationship becomes more of a rent-collecting, commercial landlord arrangement as opposed to the partnership model of the tied tenancy where landlord & tenant share the good and bad trading times, Pubcos will be less involved in their tenant's business and will give less assistance, concessions and business ~~cross~~ help than is presently given.

Moreover, as the relationship between Pubcos & tenant will be less involved, it will mean thousands of jobs (including mine!) will be put at risk as the Pubcos are forced to streamline into a property company. I feel the industry could be irrevocably holed below the waterline.

In my view this is unnecessary as great strides are being made by the industry led by some good people who are making self-regulation work.

At Admiral we are keen that our tenants are profitable and rents are set at levels that will allow a tenant a reasonable standard of living. Of course there are always businesses in any industry that fail but the lack of complaints speaks for itself as does a recent tenant survey which led to us becoming Pub Company of the Year in our sector.

There are plenty of positives around the industry at present despite the appalling weather we all endured last year and the British economy impacting upon disposable income.

The government must be careful to take the emotion out of this issue and listen to the industry as a whole, not just those who shout the loudest which to me seems the case at present.

I feel that statutory intervention will handicap the industry and make things worse not better.

I am happy to discuss any of the points raised.

Kind regards,

Yours faithfully