

## **Collective Consultation Group Announcement Script 5.6.2020**

Thank you very much for joining us today for this group announcement as part of the collective consultation being undertaken.

I will firstly cover a few points by way of procedures for this session, then I will cover the context for this meeting and then it will be over to you to ask any questions

### **1. PROCEDURES FOR THIS SESSION**

As I mentioned in my letter to you, this session is being recorded for the benefit of those who are not able to join us.

We will also take a note of any questions and these will then be collated and questions and answers sent out to everyone afterwards.

I am joined today by:

- Stuart as a Director of the company,
- Vicky Murphy - an HR adviser from STEP Stirling who has actually been involved with our businesses for many months before this Covid crisis.
- Ron Livingstone from the University of the West of Scotland in his role supporting our business through the KTP project and other strategic advice

We are using Zoom which may be new to many of us, so a point of etiquette – please mute your microphone when not talking (the button can be found at the bottom left of your screen).

If you wish to ask a question, please raise your hand and we will look out for that and give everyone the opportunity to ask questions

We have up to one hour scheduled for this session, but please feel free to email me any other questions you may have after this session

You may have seen that we are holding three of these sessions today, this is because we felt it better to have smaller groups rather than everyone together

Is that OK with everyone before I move on to summarising the context for you and then we will move to questions?

### **2. CONTEXT**

You will now have received two letters from me. The most recent one inviting you to this session.

That second letter which you received earlier this week also included information on what we are currently thinking about our plans for the various businesses.

The details that have been sent out in our communications show the proposals by the business which unfortunately affect a great number of employees and jobs.

I have to stress that nothing has been set in stone yet since as you will be aware, things move quickly at times and we are being led entirely by the Westminster and Scottish Government guidance.

Hence we are taking as flexible approach as possible and always trying to keep our options open.

We are currently carrying out consultations and proposals are proposals till consultations are completed.

However with the Chancellors announcement last Friday about furlough and the businesses not having had any significant income for 11 weeks now, we need to continue with consultations due to the fact jobs are at the risk of redundancy.

This is a formal process that we have to follow and the opportunity to have these consultation sessions is something we as a family have felt very important.

We haven't seen many of you since late March and we feel it very important to give you the opportunity to see us face to face (albeit over Zoom) and to ask us questions directly.

Please also remember that you can ask questions at any time as this process continues

I have to tell you that, after more than 40 years of building up our businesses and having survived many troubling times and challenges, it is devastating for us as a family to have to hold these sessions and to even be considering redundancies.

We were talking just last week and reflecting that we had built our best team ever over the autumn and winter. That is down to all of you.

But then this global pandemic came around and things are out of our control.

We are having to make very hard decisions. Decisions I and the family never ever thought we would be having to make.

All staff have been furloughed apart from Stuart and myself.

I sit in on various meetings for instance with the National Park, with the Destination Group and have been in meetings with the Scottish Cabinet Minister for Tourism. All the signs are that the hospitality industry will be one of the last to open up.

This has meant that we need to look at possibly mothballing many businesses until possibly spring 2021, hence the need to consult on potential redundancies.

With the furlough scheme ending in its current format at the end of July, we have to seriously look at our options but as it stands the options appear to be to mothball the Oak Tree till Spring 2021 as well as other areas of the business.

### **3. QUESTIONS?**

I would now like to invite you to ask me any questions you may have, and I welcome any suggestions you may have for our business and any ideas.

I may not be able to answer specific questions just now and if that is the case I will get back to you in the next couple of days.

Stuart, Vicky and Ron may also have additional elements for each question, depending on what you ask.

So, over to you.....