

Labour market survey finds there are **400 current catering and hospitality vacancies** across **TUCO** membership institutions

Hospitality businesses are more than twice as likely as other industries to be experiencing challenges in filling vacancies compared with normal expectations for this time of year. The number of job vacancies are also continuing to rise as Covid restrictions ease.

TUCO recently commissioned a benchmarking survey to review data on the current labour market within the sector.

The survey found that there are currently **400 vacancies** across catering and hospitality departments at all respondent's institutions.

A high percentage of these vacancies are for catering/servery assistant roles, as well as commis chef positions. The majority of members are offering **up to £25,000 salary** for a commis chef or similar position, with a few offering **up to £30,000**. For catering/servery assistant roles, the majority of members offer the **real living wage salary**, with **22% offering between £20,000-£22,000**.

Contrastingly, respondents reported on more fully staffed positions including bar assistants (88% staffed), head chefs (88% staffed), hall managers (94% staffed) and head of catering positions (94% staffed).

When asked about budgeting, 31% of members stated they are budgeting less than 30% income for hospitality for 2022/23, compared to the 2018/19 year. 27% are budgeting less than 30% income for events, and 13% are budgeting less than 30% income for catering.

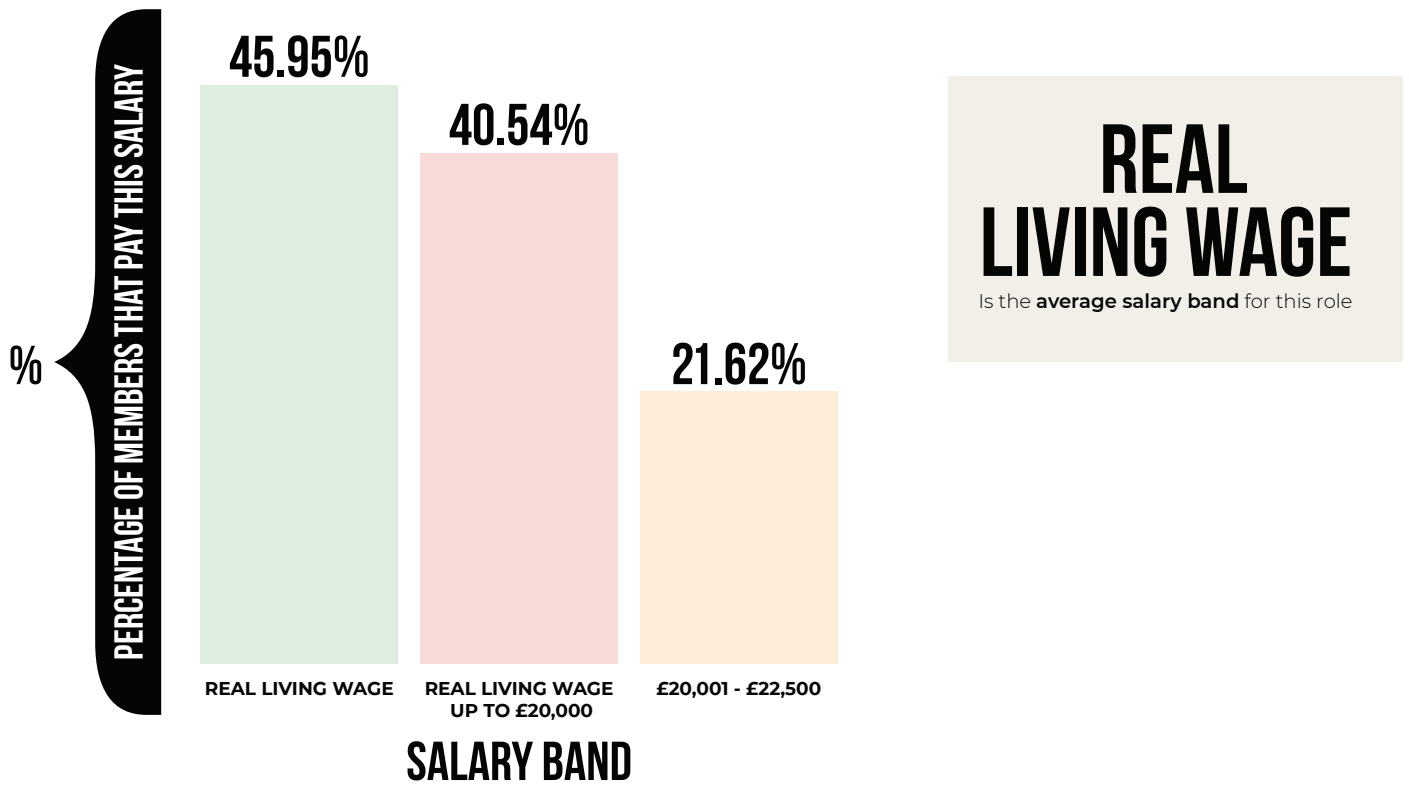
Similarly, no members are budgeting for more than 100% income for catering in 2022/23.

On staff benefits, 95% of members offer an employee pension and a cycle to work scheme, as well as maternity/paternity leave. The fourth highest staff benefit offered was mental health provisions, followed by use of library services. No members reported offering any profit related pay schemes, and only 8% offer a bonus scheme.

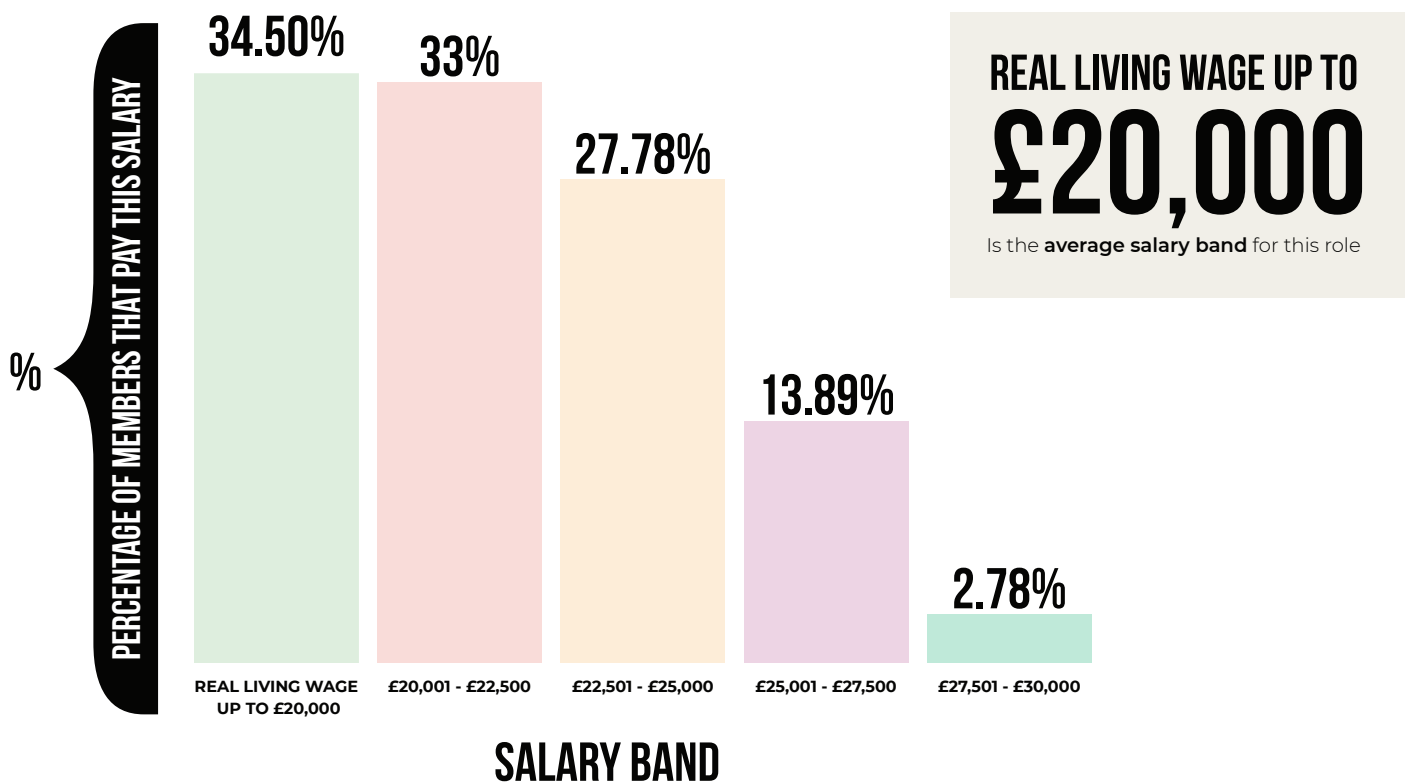
We'd like to thank the members who completed the survey, which has provided valuable data about the extent of staff shortages in the industry.

Q. PLEASE INDICATE THE SALARY BANDINGS FOR EACH OF YOUR ROLES

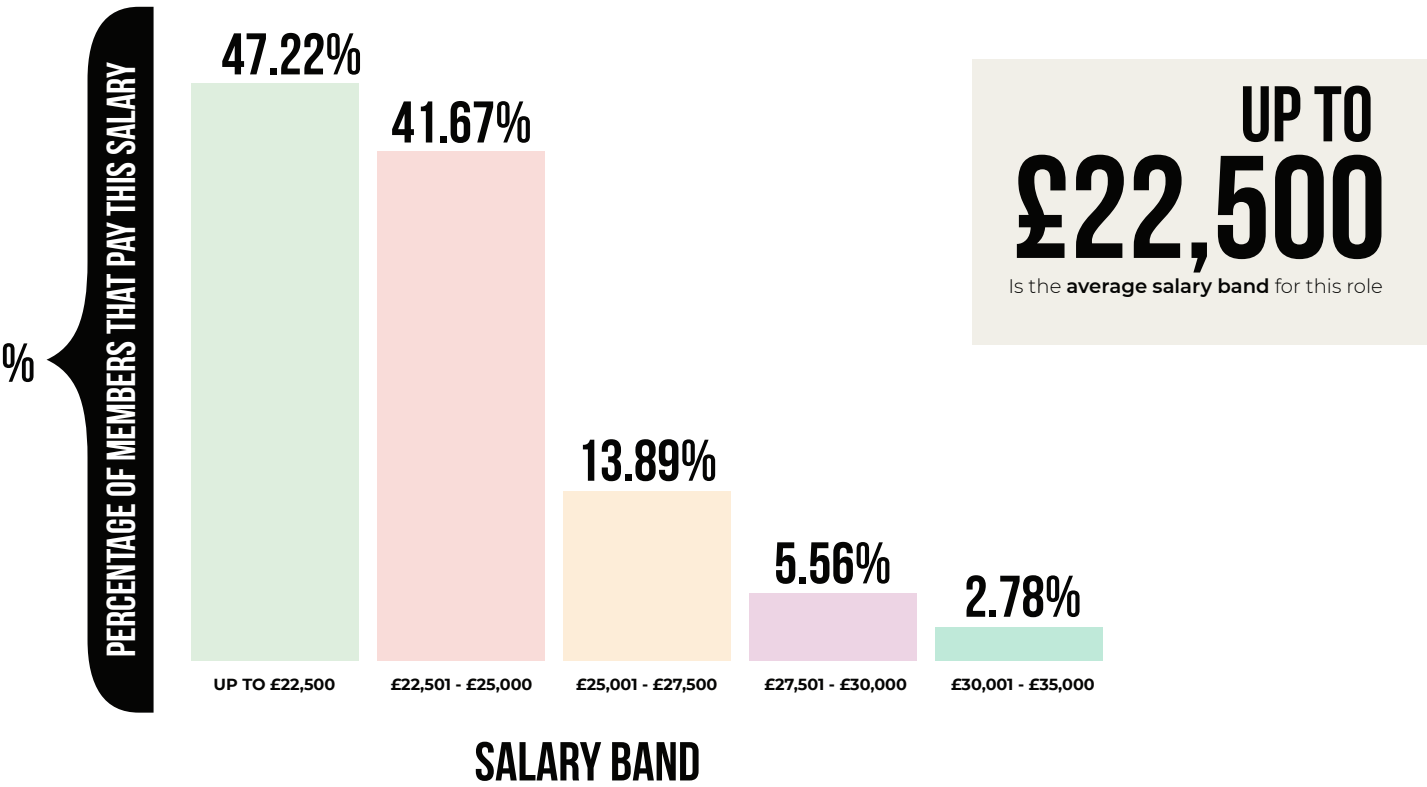
Catering, Bar, Server, Retail Assistant



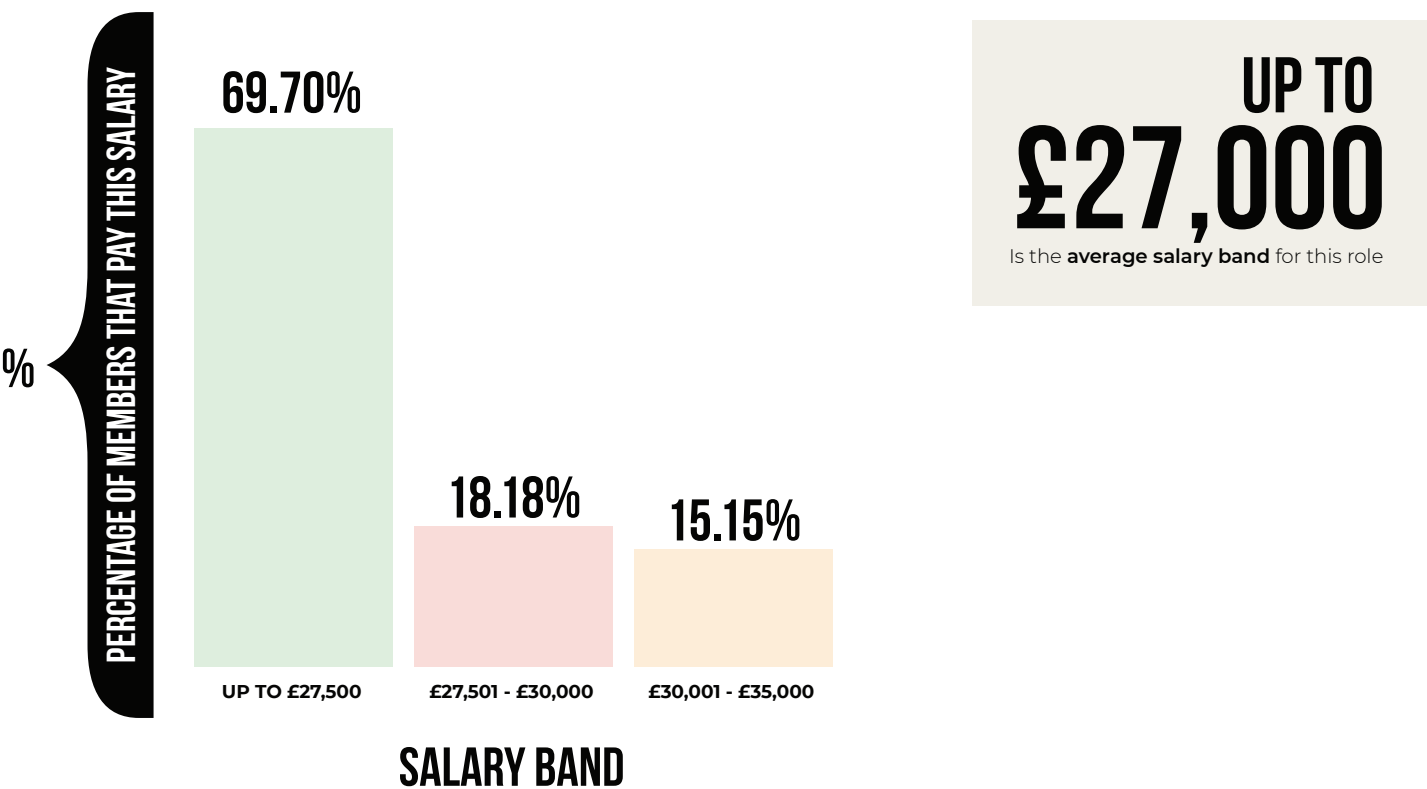
Team Leader, Chef De Partie



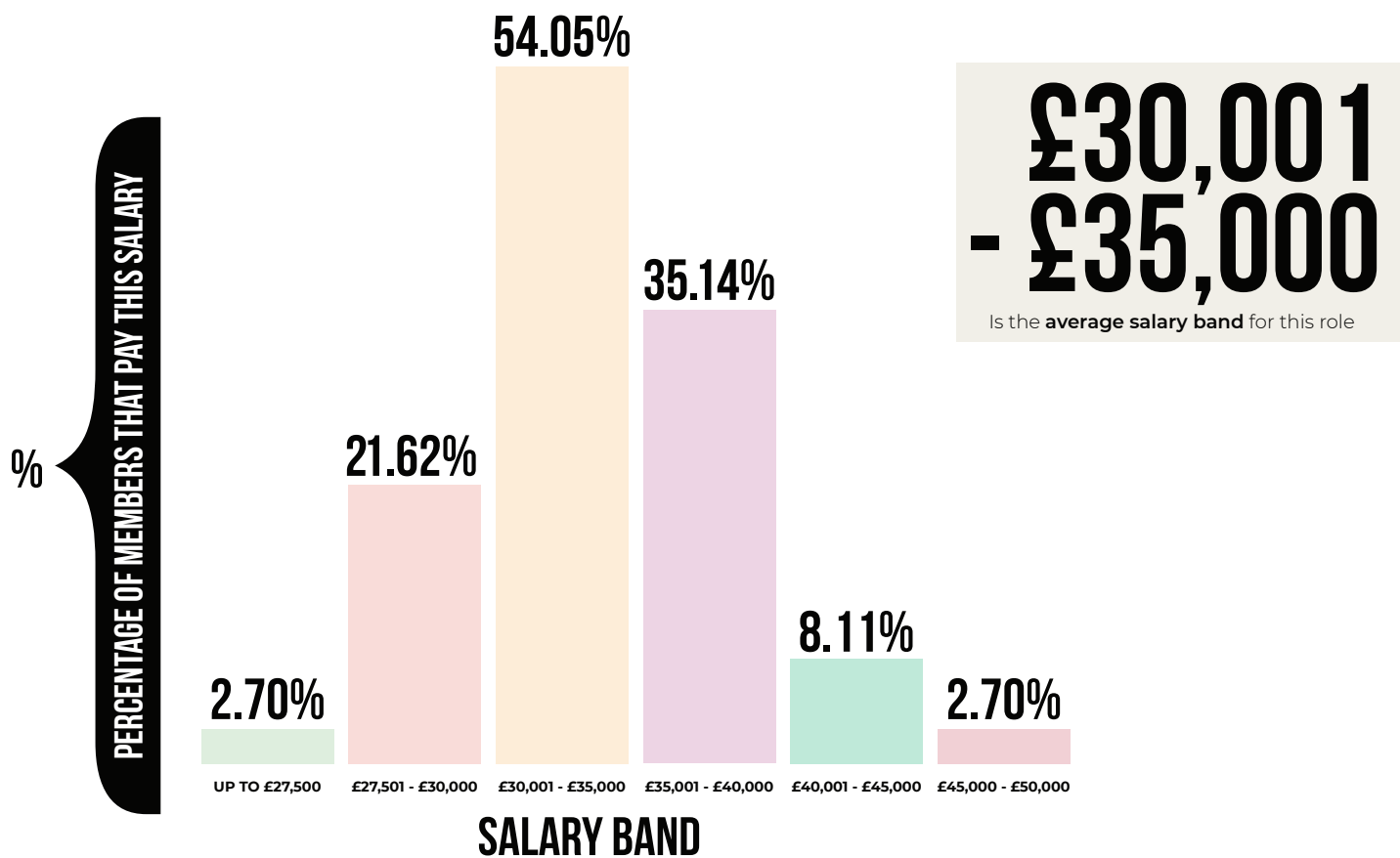
Supervisor, Commis Chef



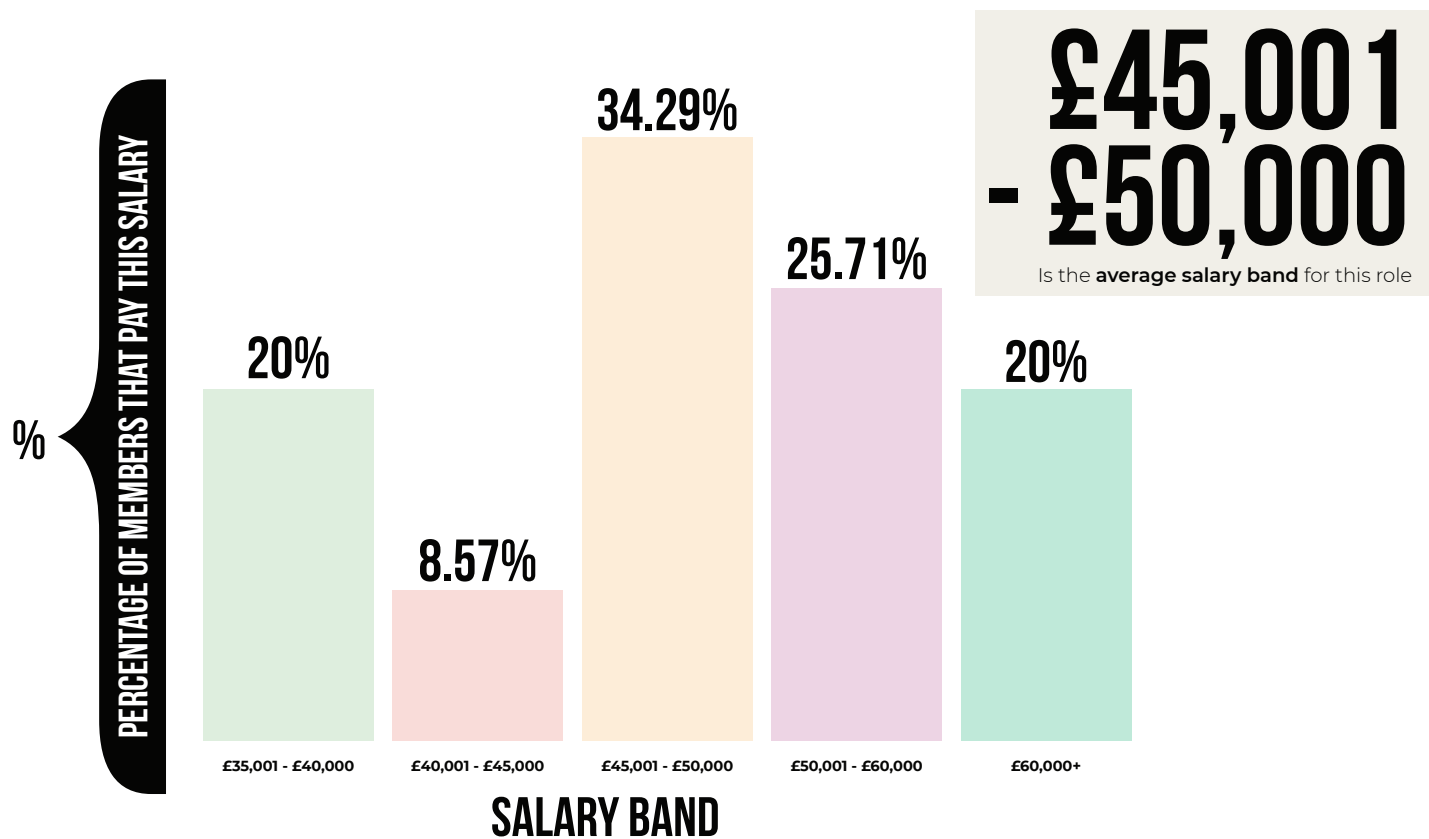
Sous Chef, Assistant Hall Manager



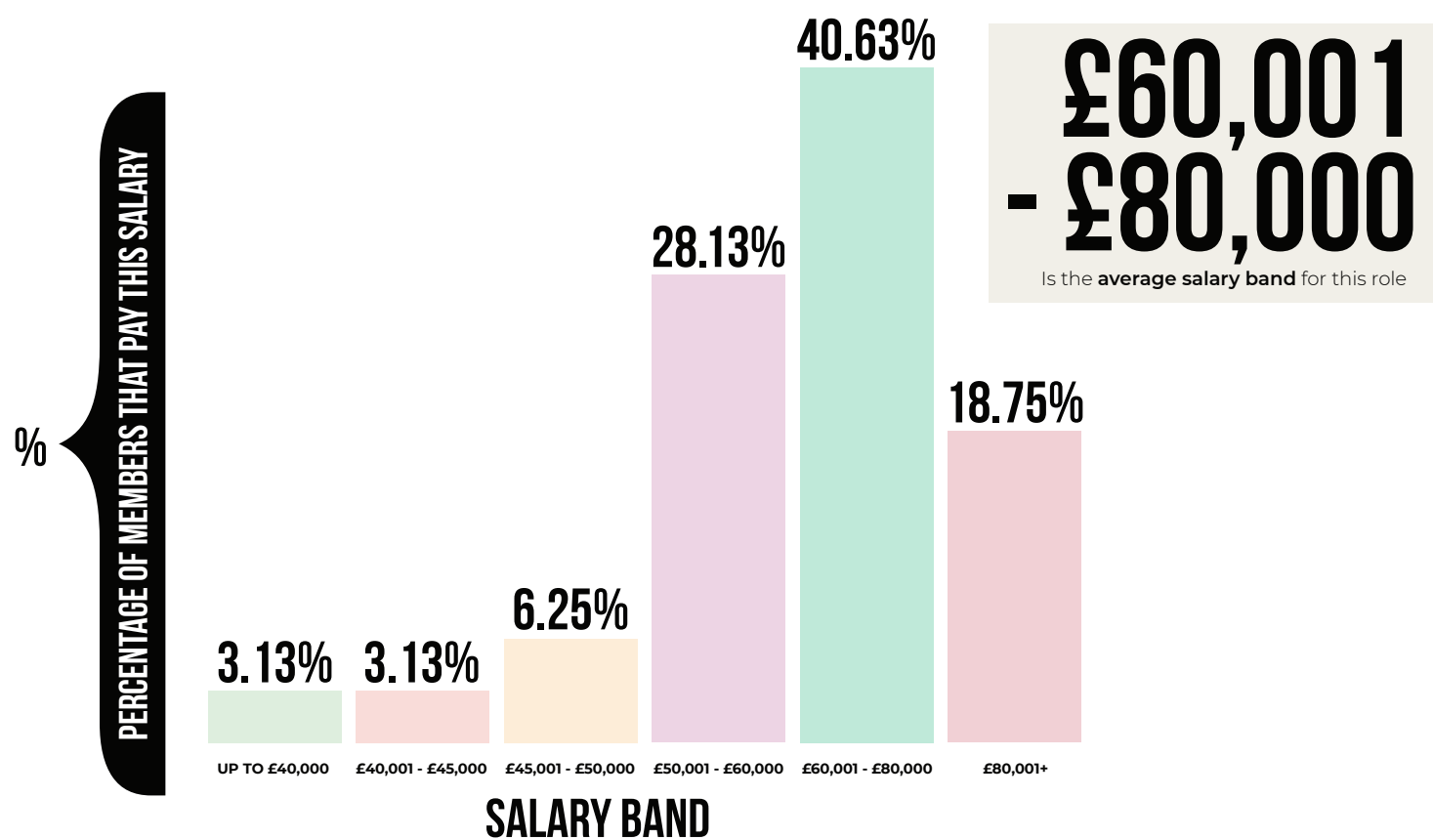
Catering Operations Manager, Head Chef, Hall Manager



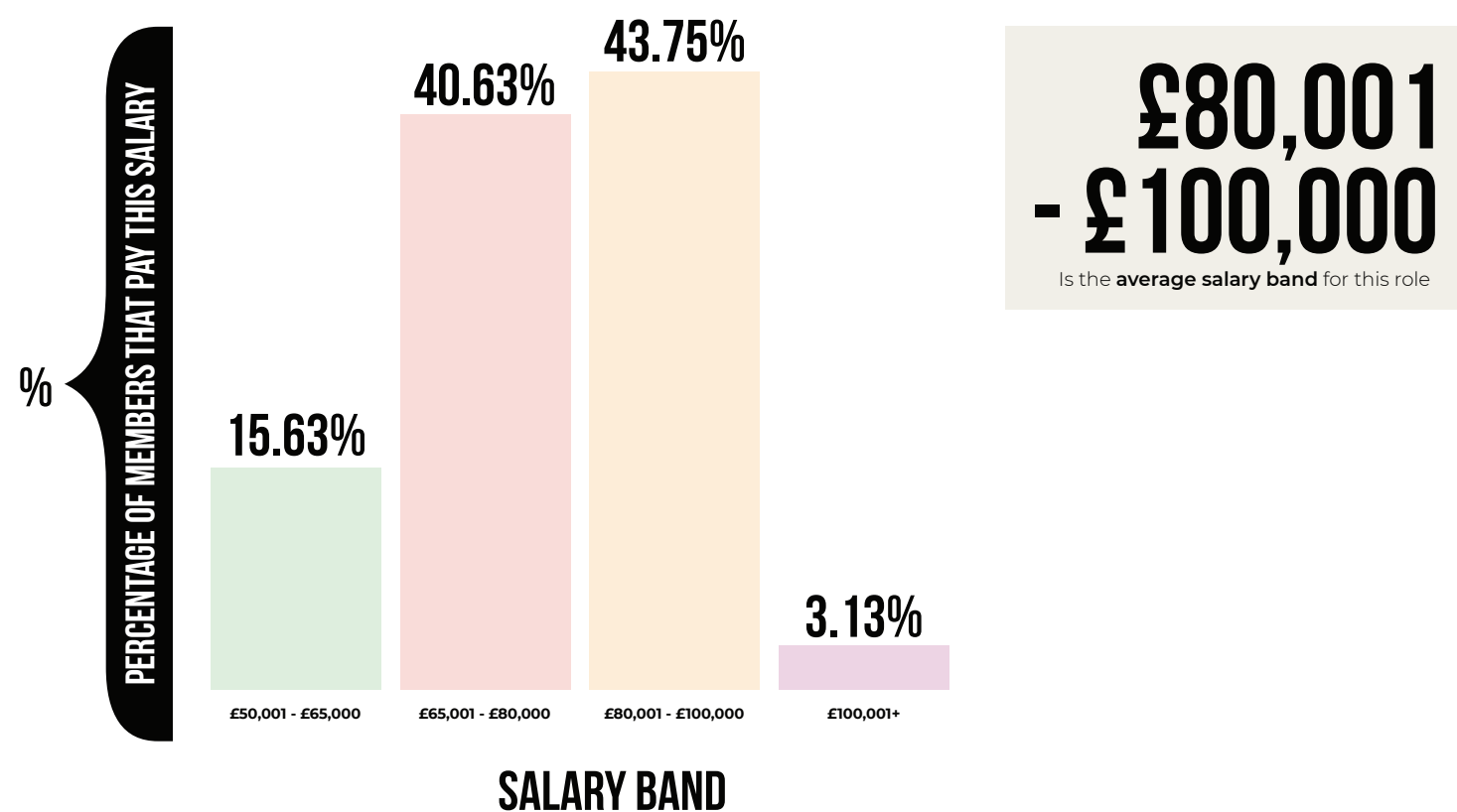
Head of Catering, Head of Conferencing



Head of Campus Services, Head of Accommodation and Commercial Services

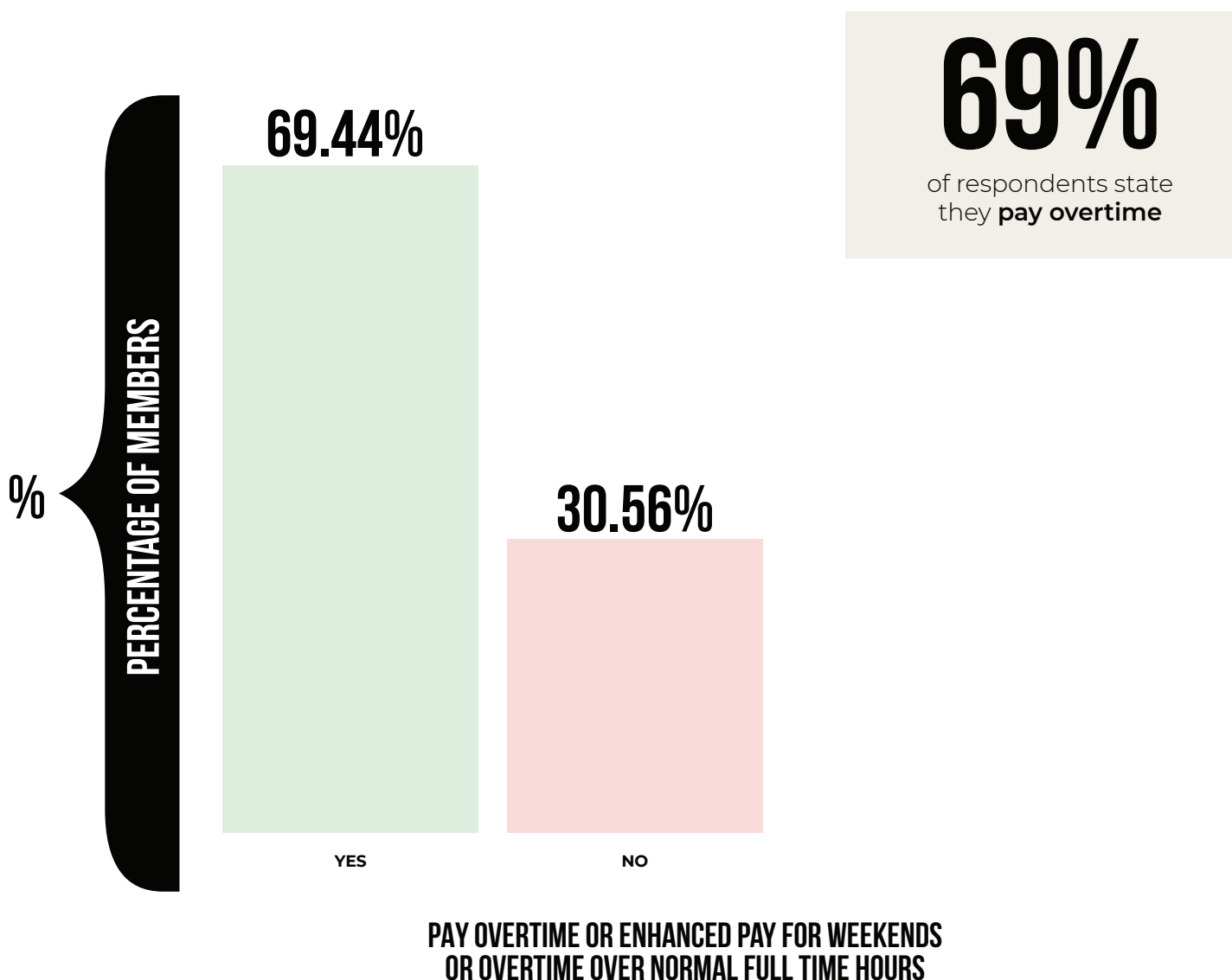


Director of Catering, Director of Accommodation and Commercial Services



Q. DO YOU PAY OVERTIME OR ENHANCED PAY FOR WEEKENDS OR OVERTIME OVER NORMAL FULL TIME HOURS?

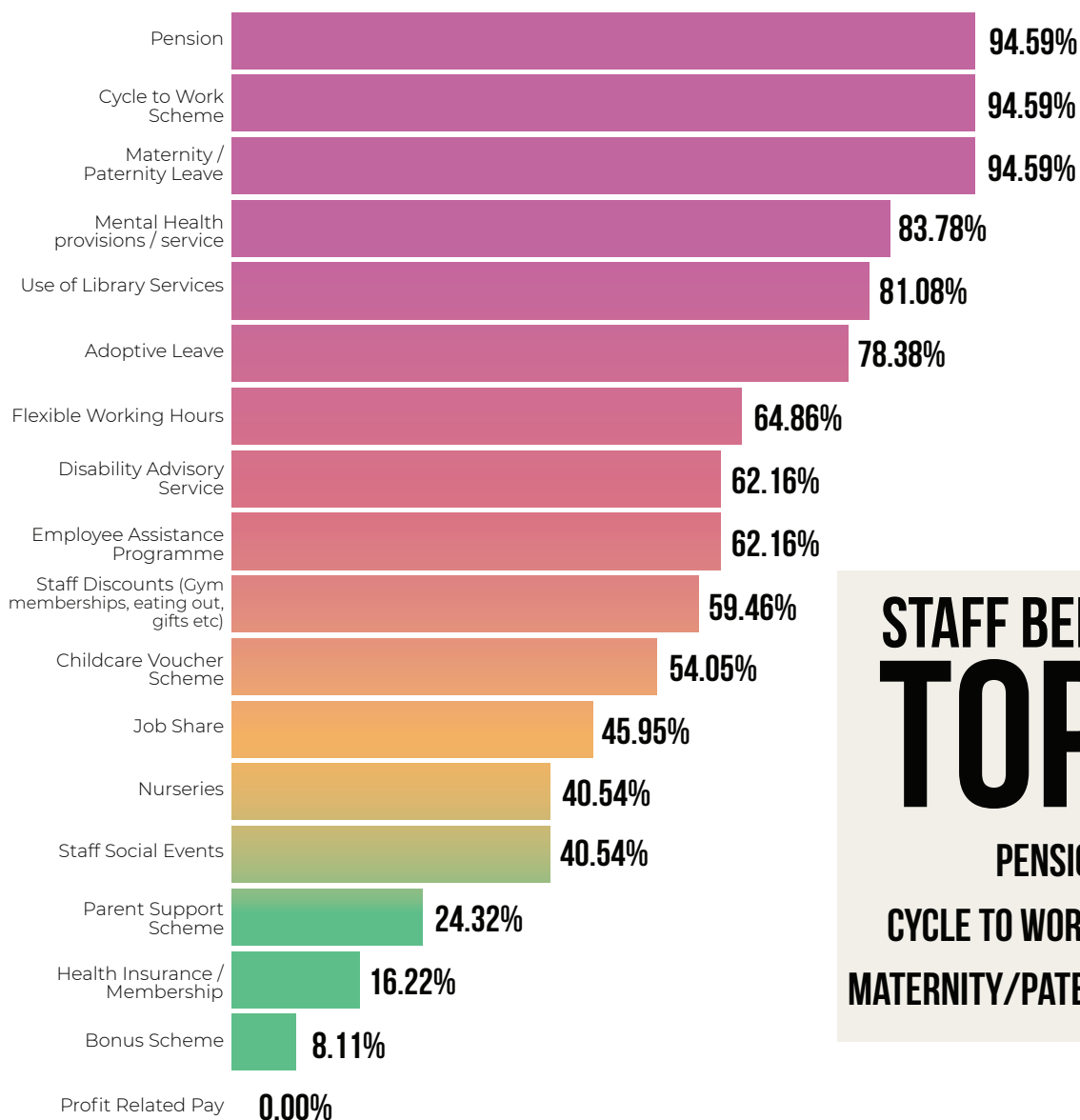
Overtime



Q. WHAT EMPLOYEE BENEFITS ARE AVAILABLE TO STAFF? (TICK ALL THAT APPLY)

Employee Benefits

STAFF BENEFITS



**STAFF BENEFITS
TOP 3**

PENSION

CYCLE TO WORK SCHEME

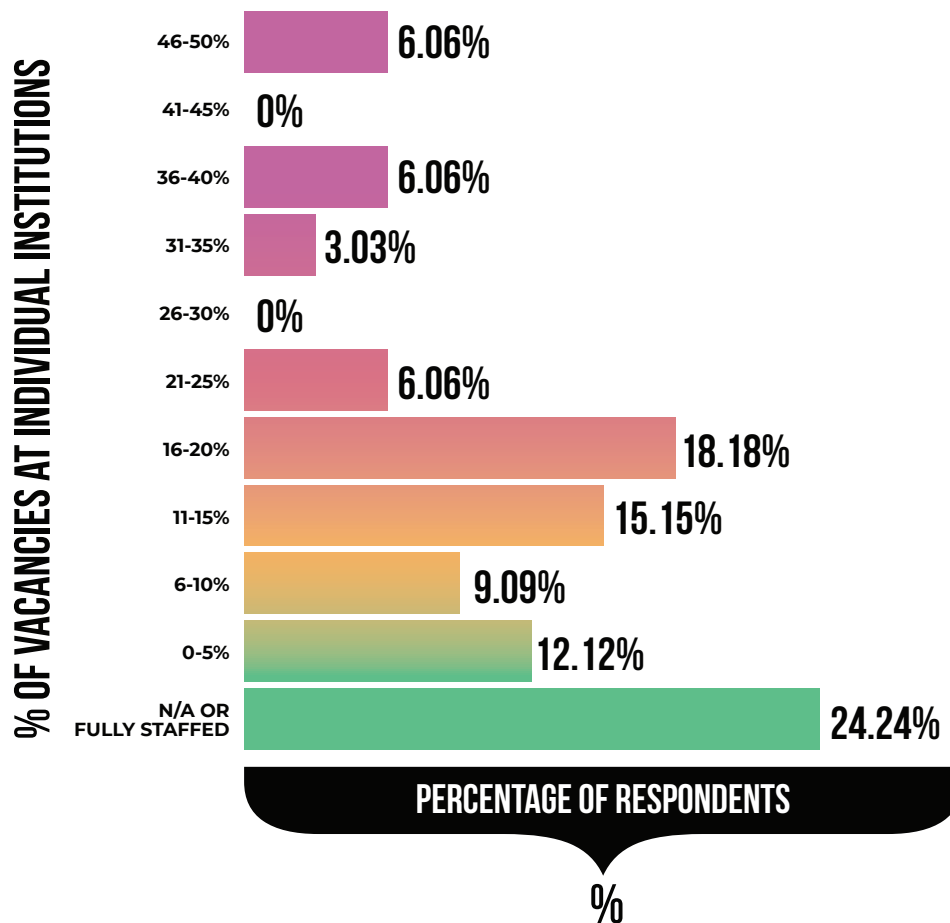
MATERNITY/PATERNITY LEAVE

PERCENTAGE OF MEMBERS

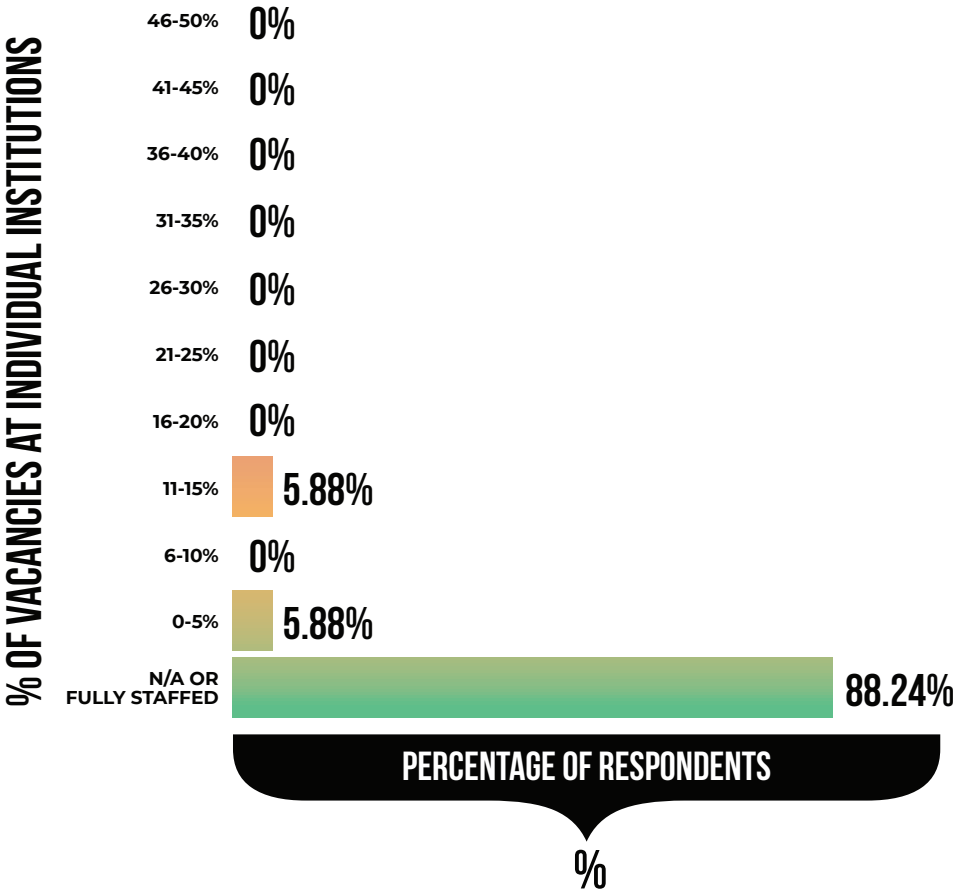
%

Q. WHAT IS THE NUMBER OF VACANCIES YOU HAVE, BROKEN DOWN AS % OF JOB ROLES?

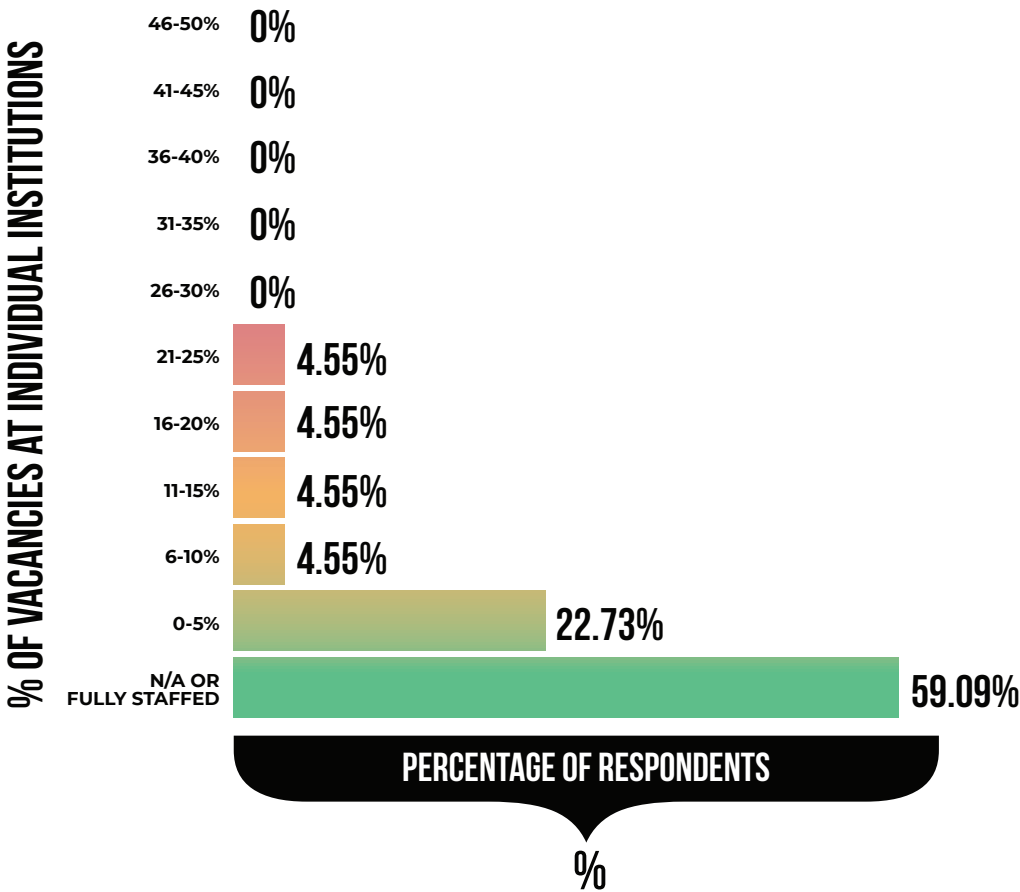
Catering / Servery Assistant



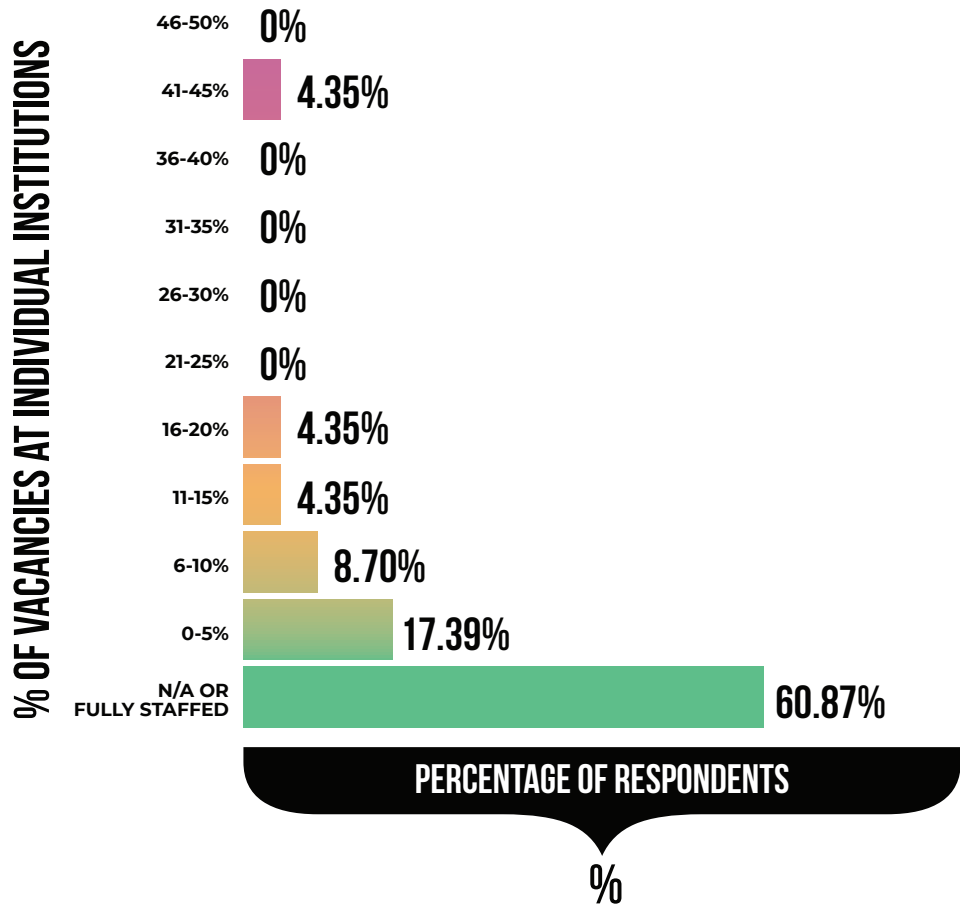
Bar Assistant



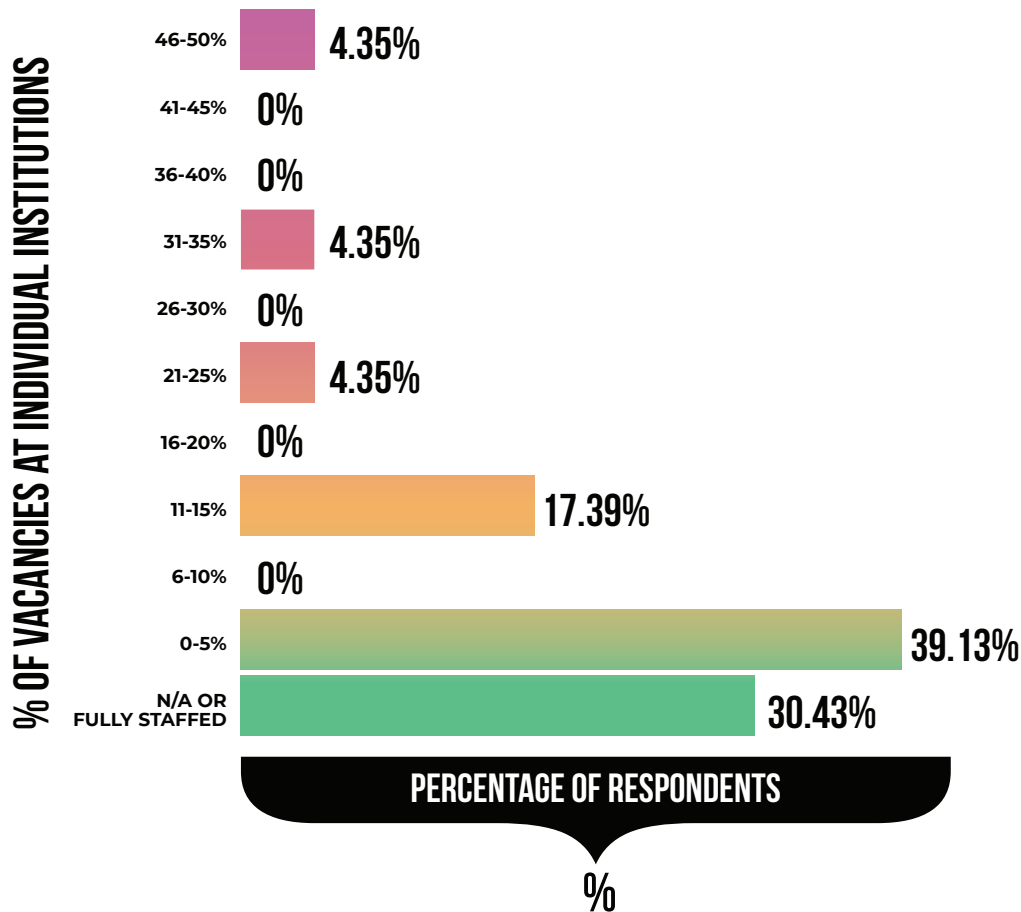
Retail Assistant



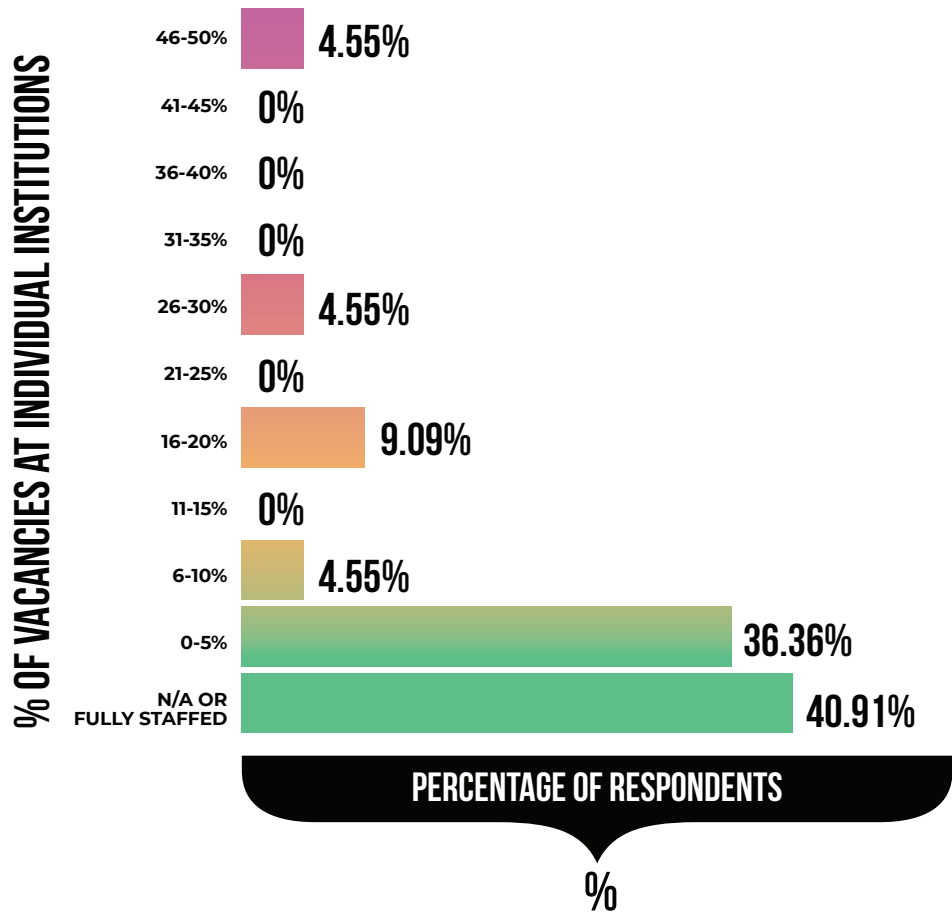
Team Leader (or equivalent)



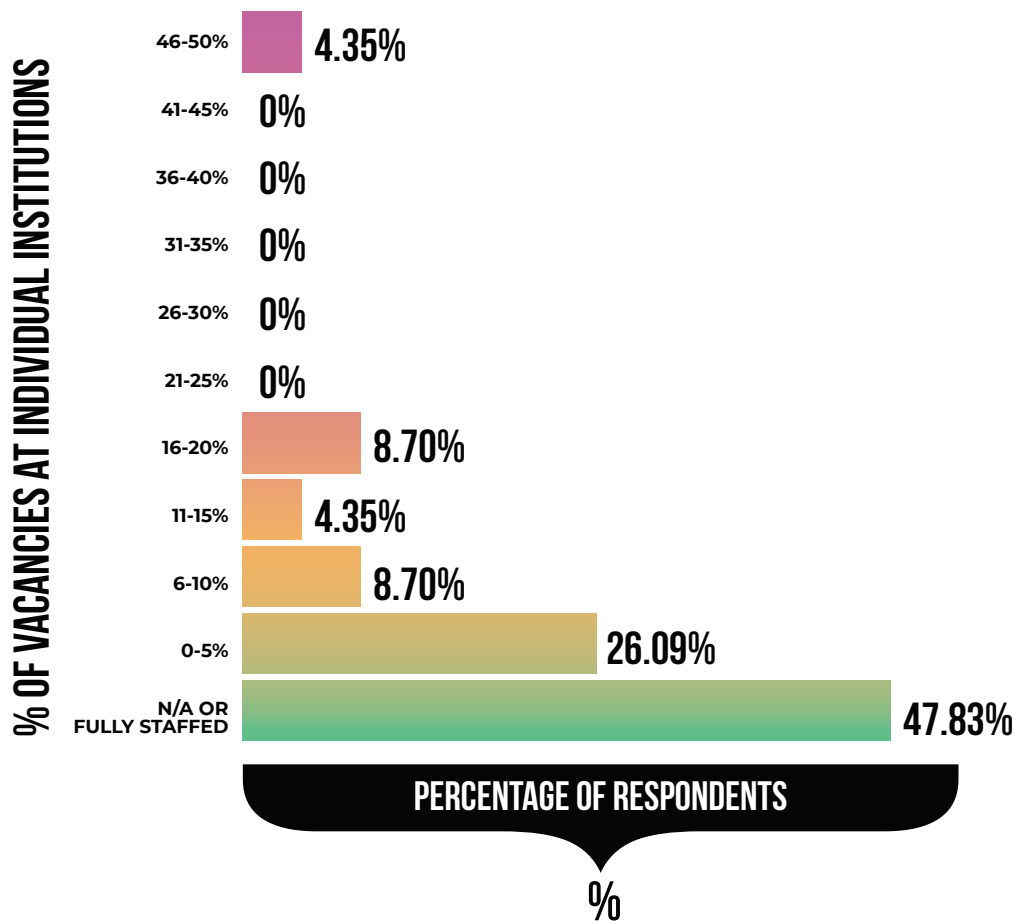
Chef De Partie



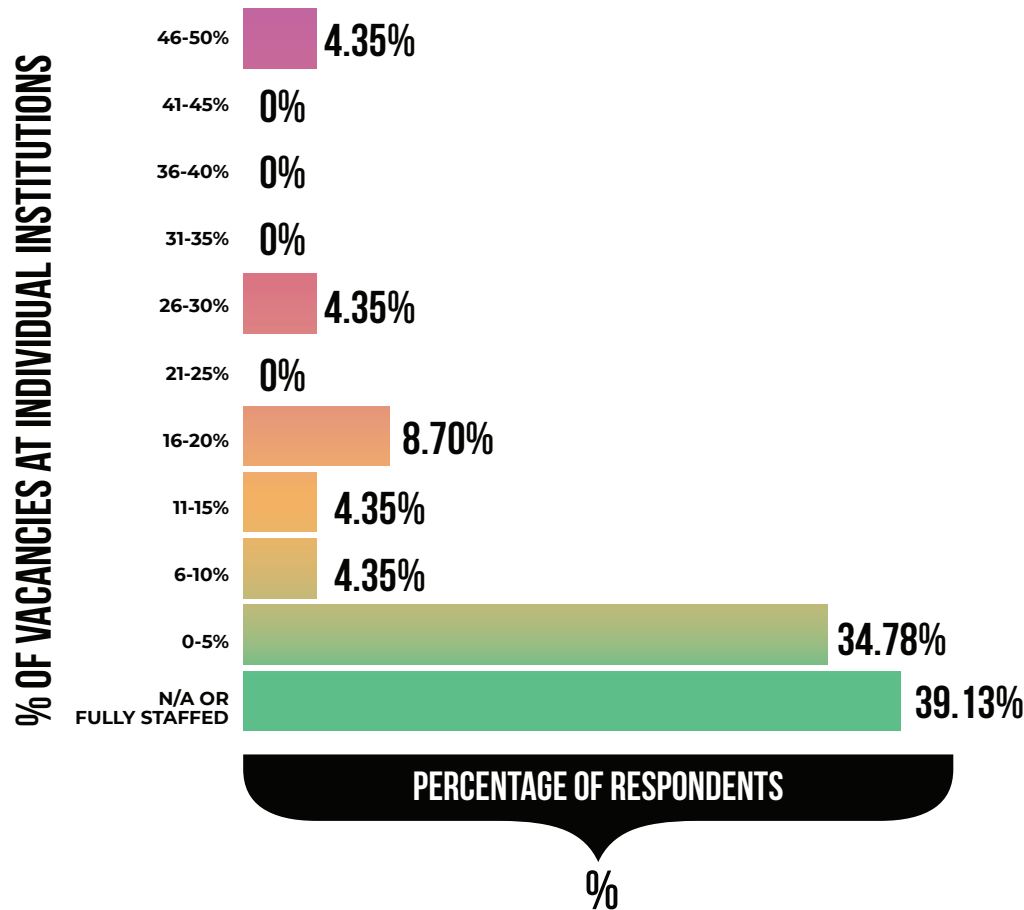
Supervisor (or equivalent)



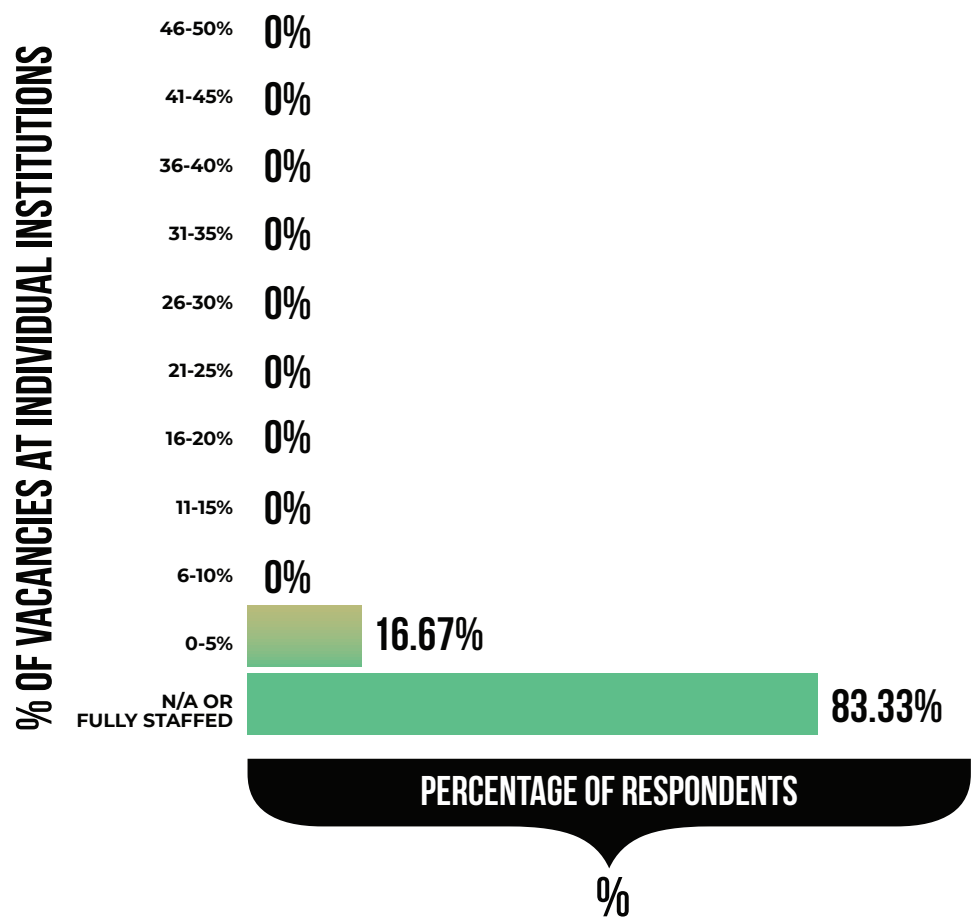
Commis Chef



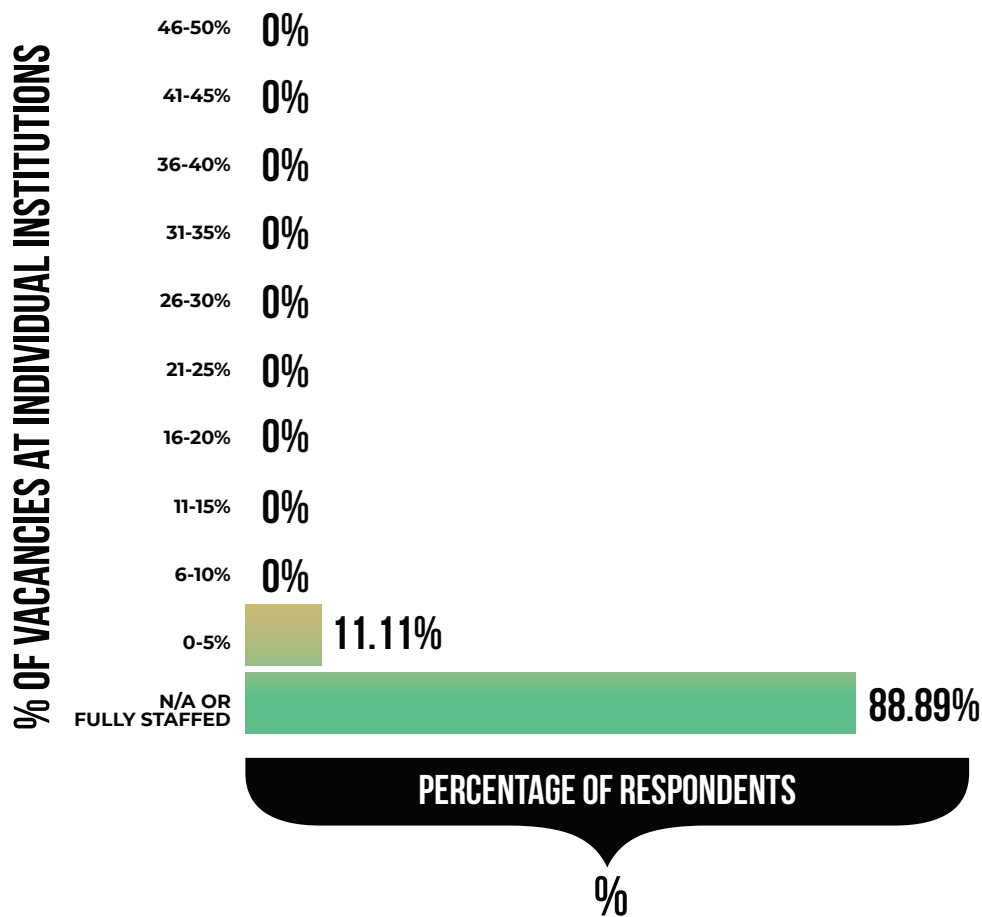
Sous Chef



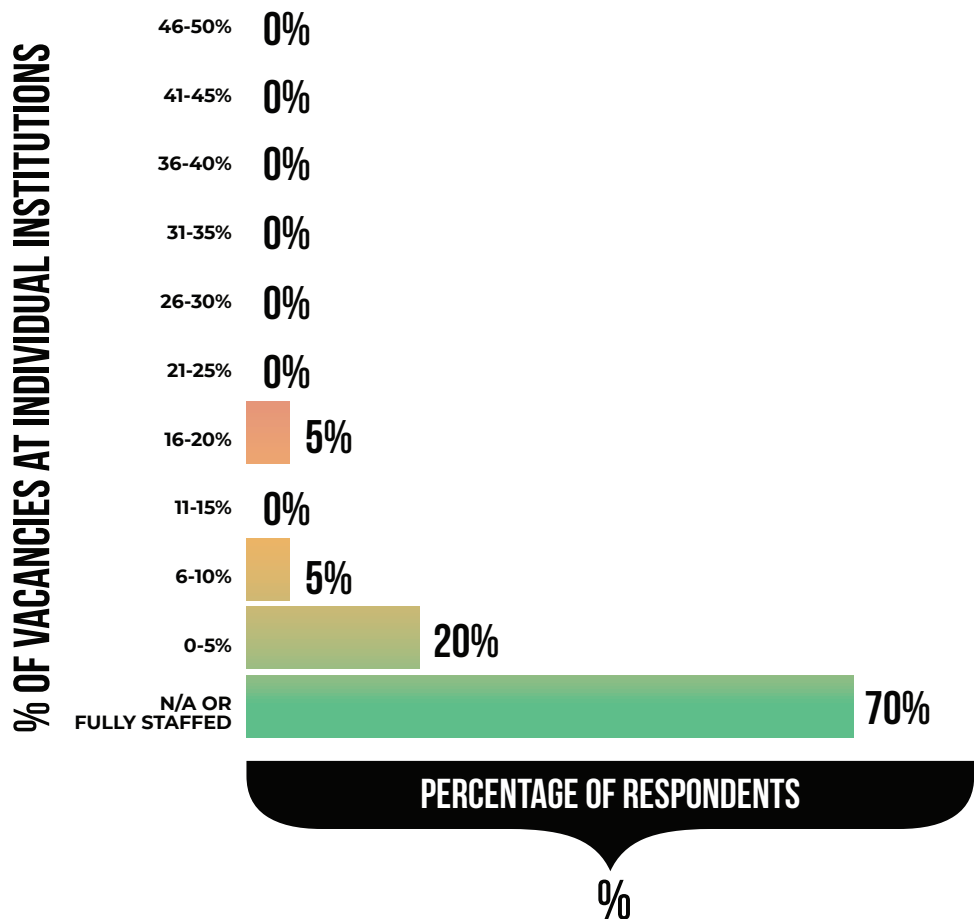
Assistant Hall Manager



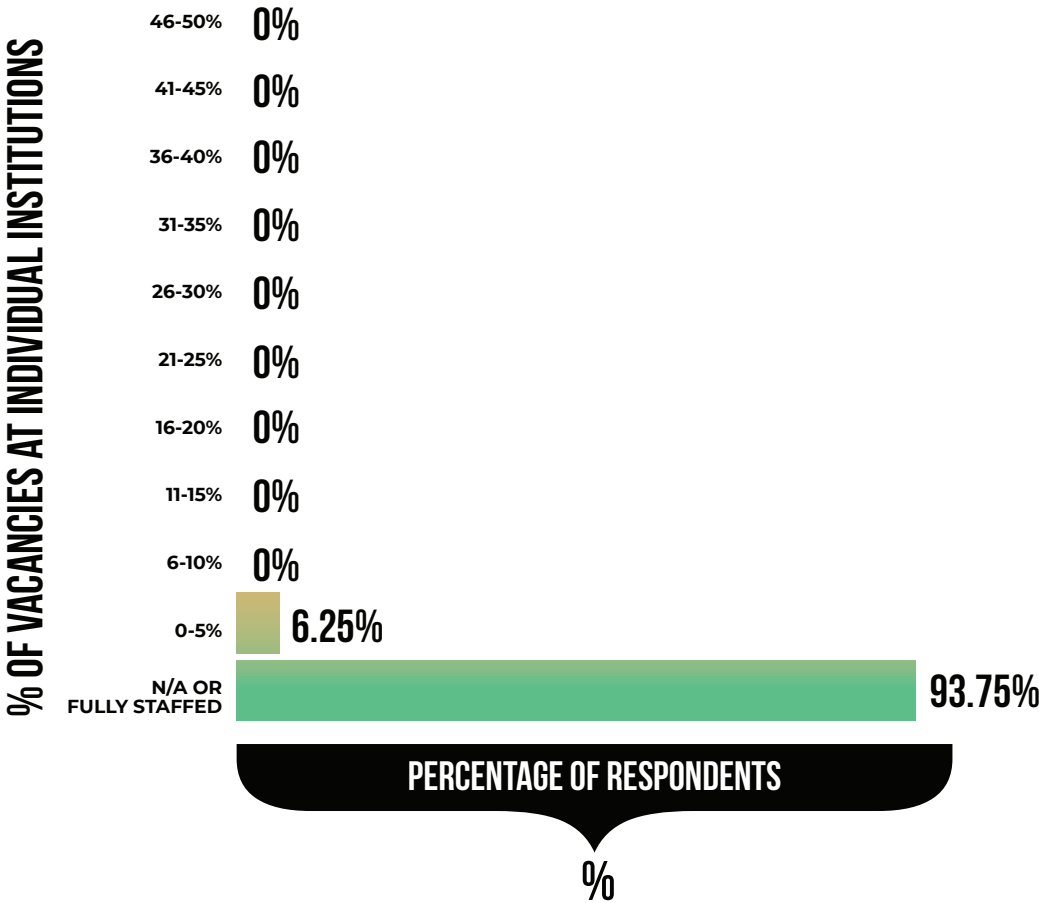
Head Chef



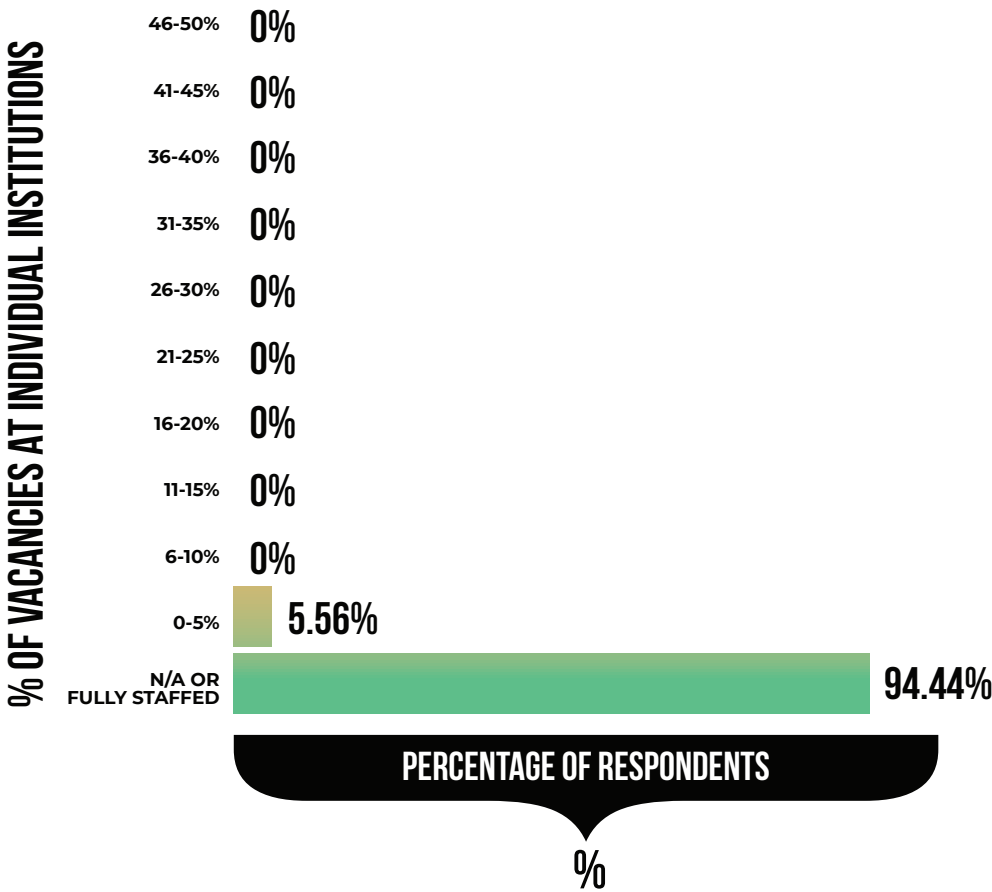
Catering Operations Manager



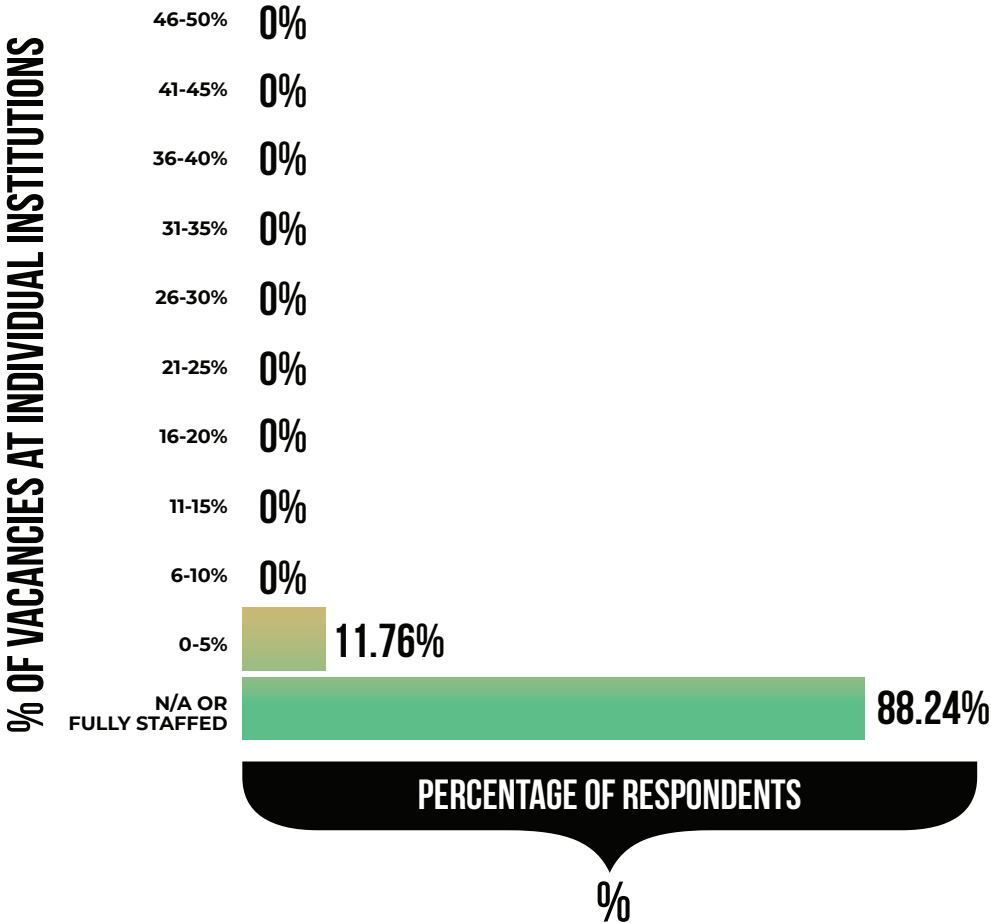
Hall Manager



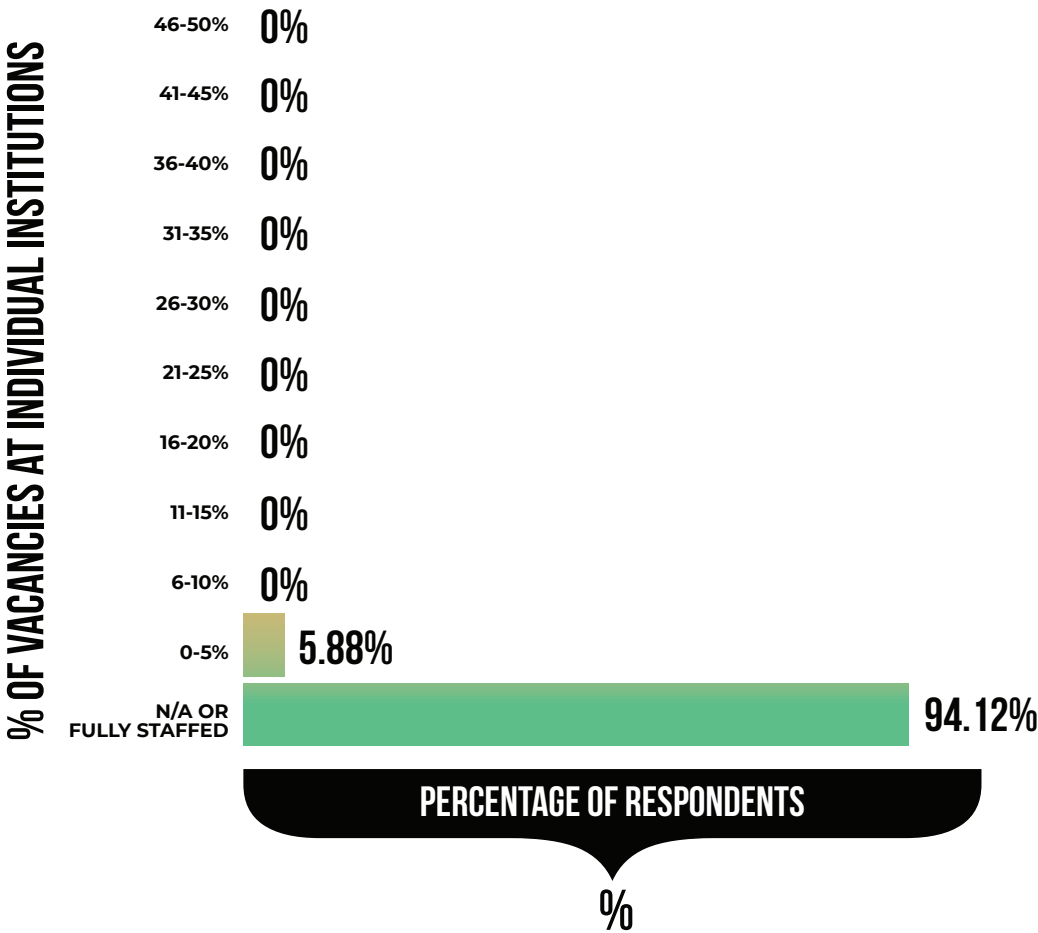
Head of Catering



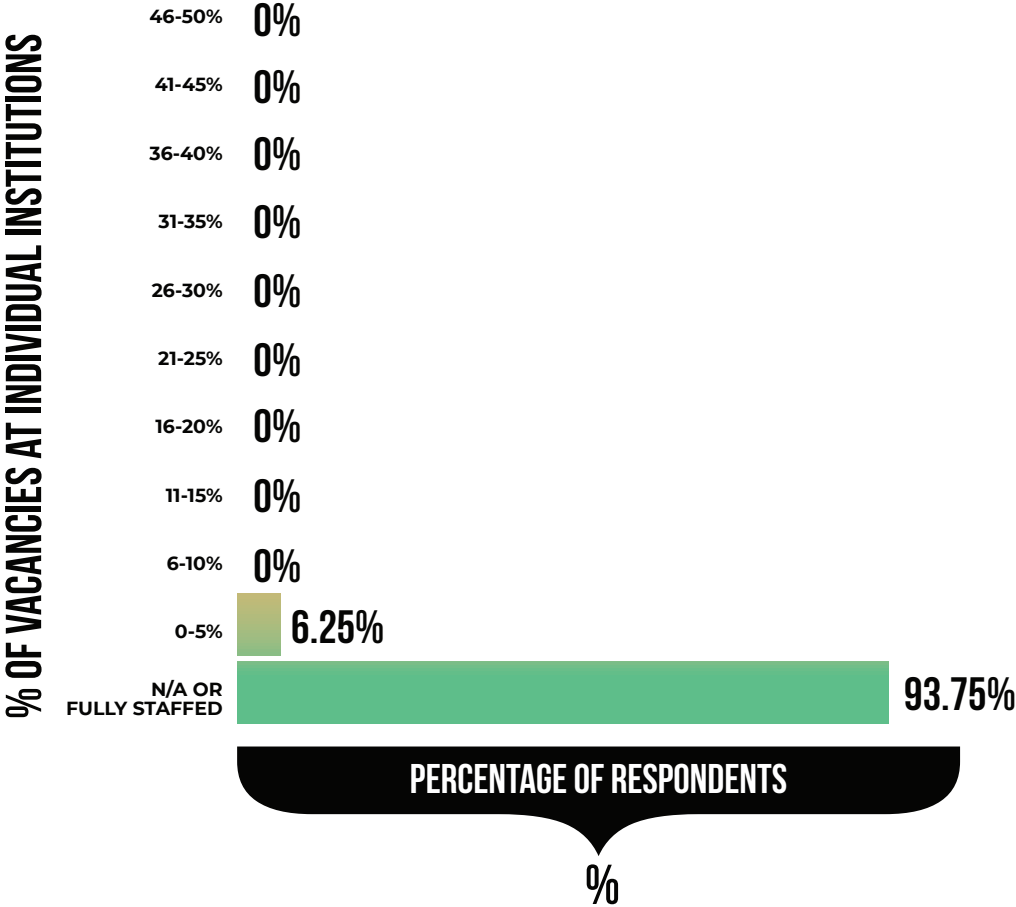
Head of Conferencing



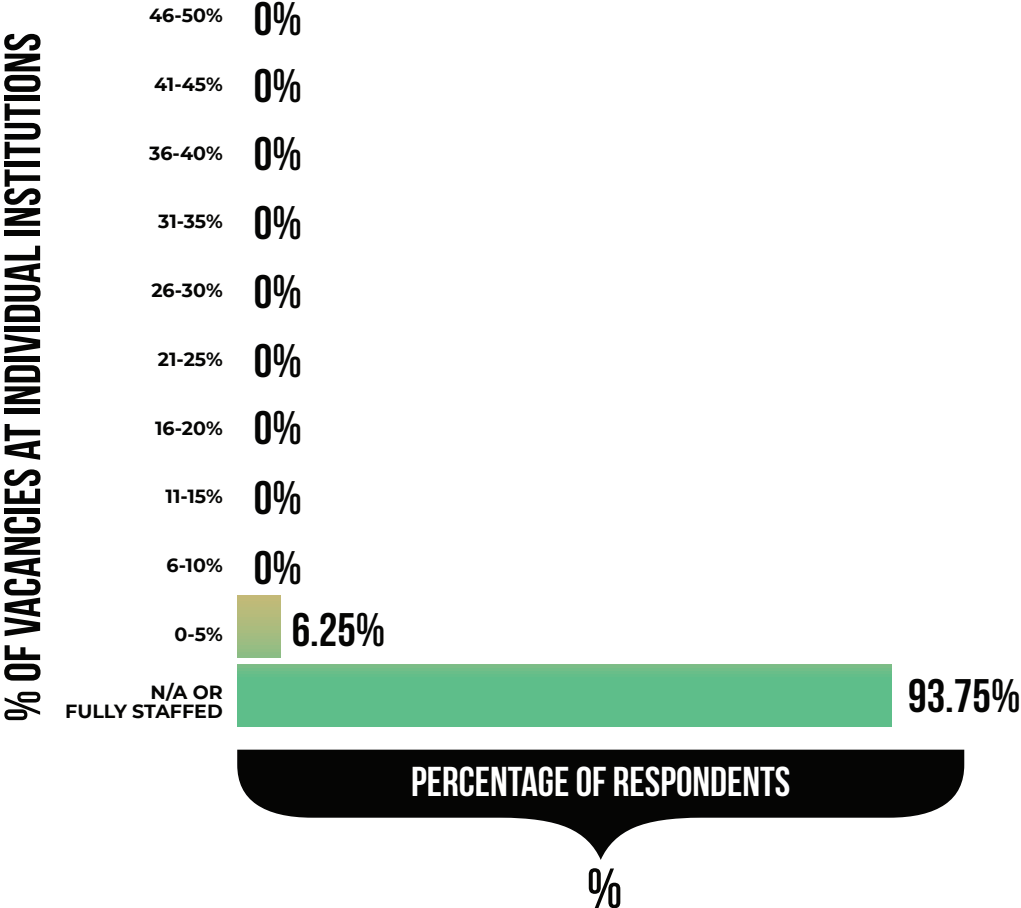
Head of Campus Services



Head of Accommodation and Commercial Services

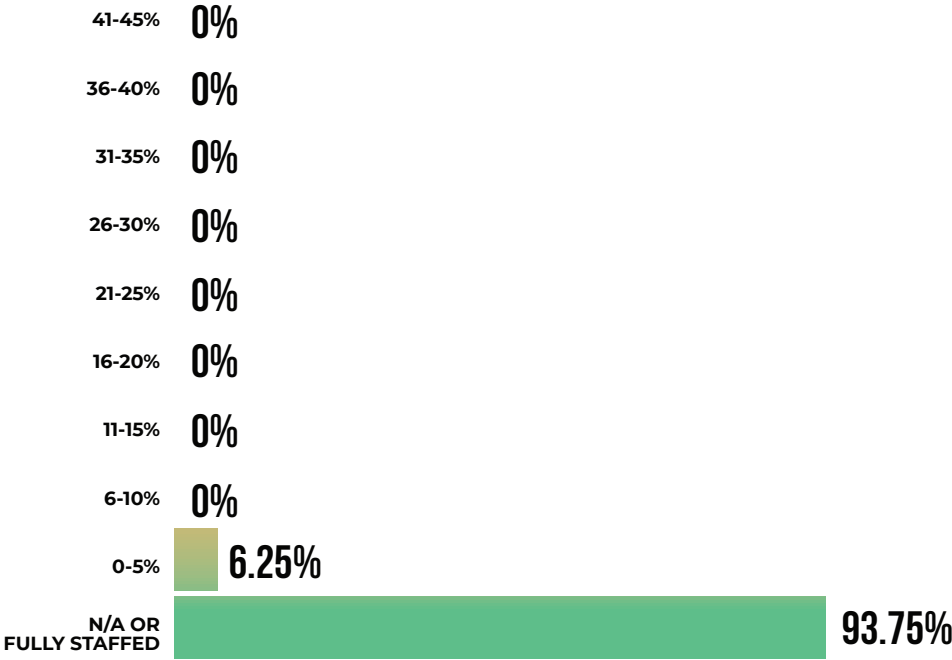


Director of Catering



Director of Accommodation and Commercial Services

% OF VACANCIES AT INDIVIDUAL INSTITUTIONS

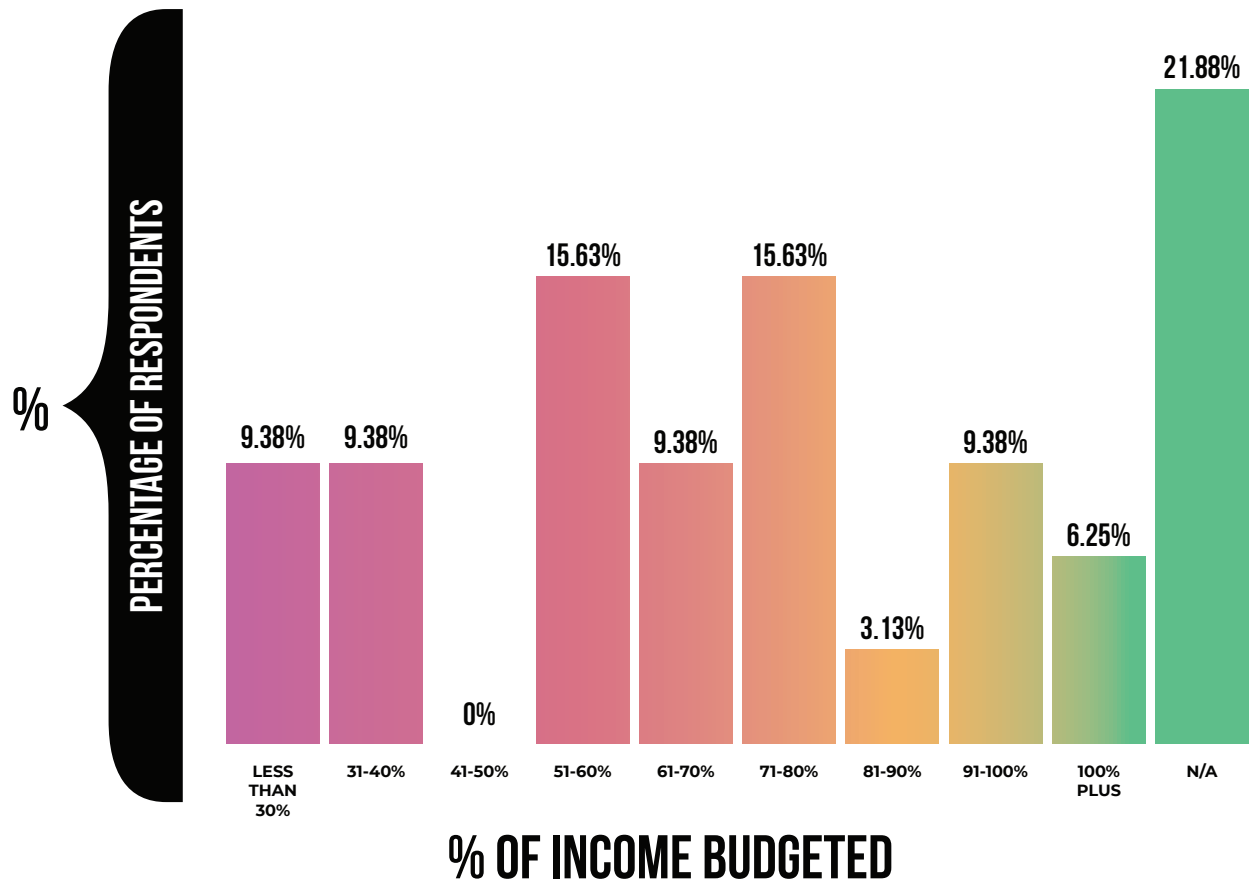


PERCENTAGE OF RESPONDENTS

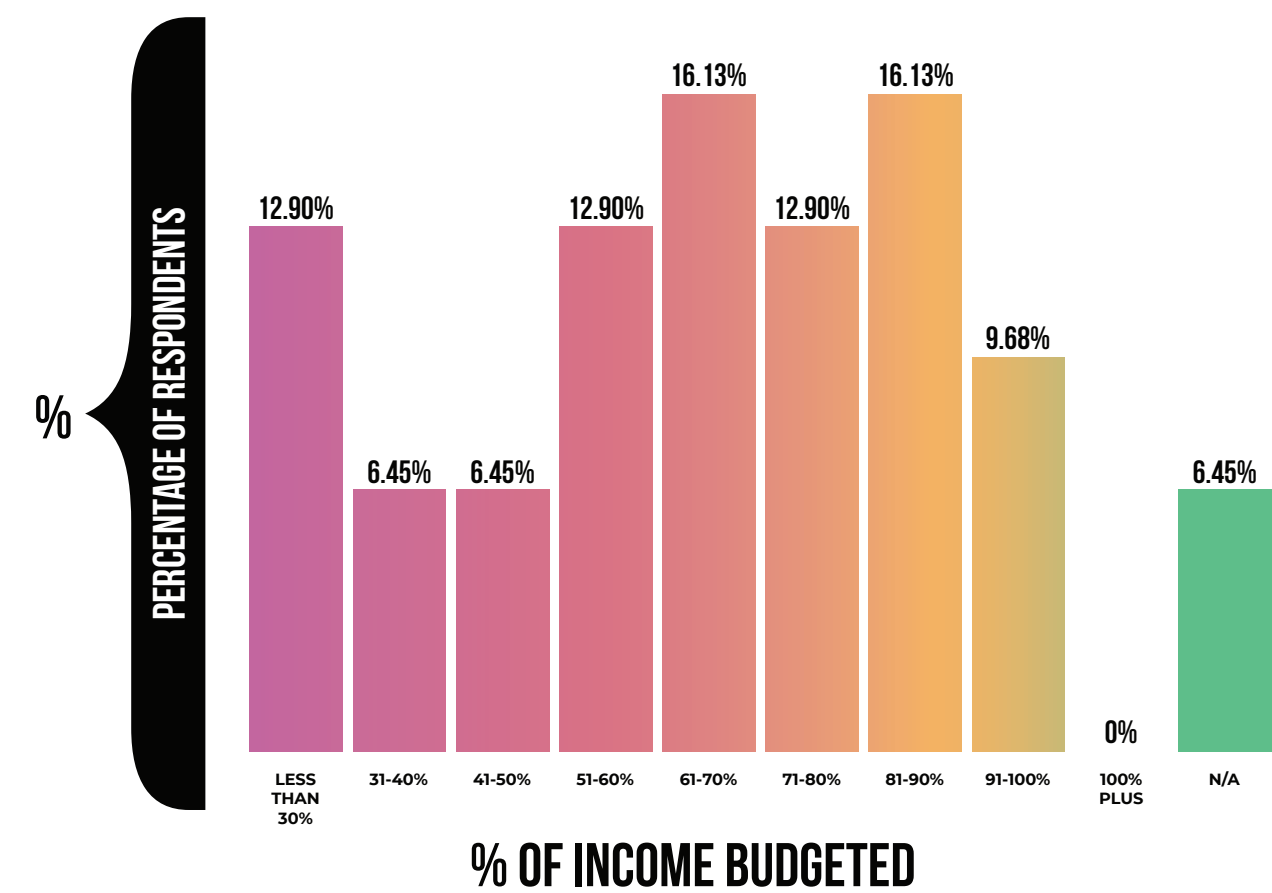
%

Q. 2018/19 WAS THE LAST 'NORMAL, PRE COVID YEAR'. USING THIS AS YOUR BASELINE WHAT % INCOME ARE YOU BUDGETING FOR IN 2022/23?

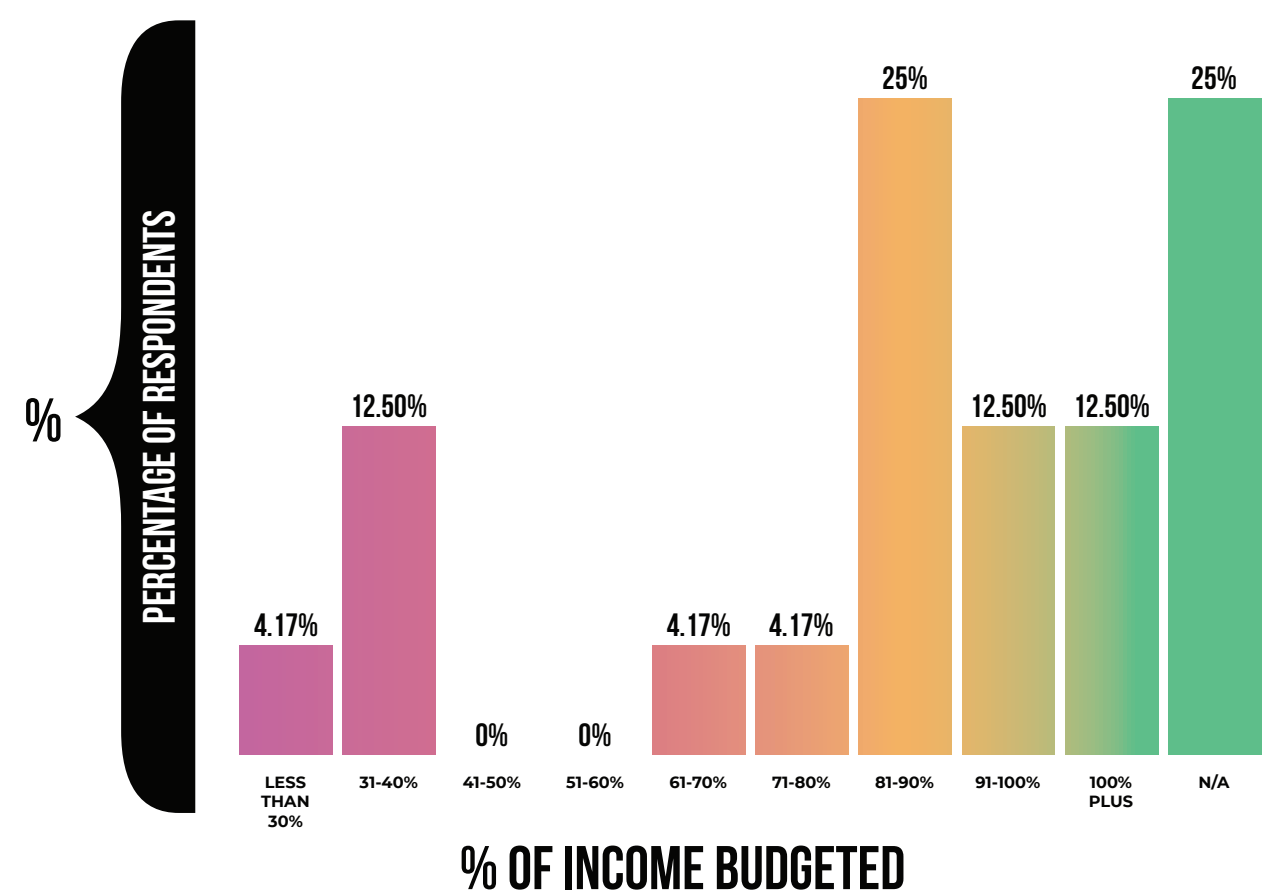
Retail Outlets



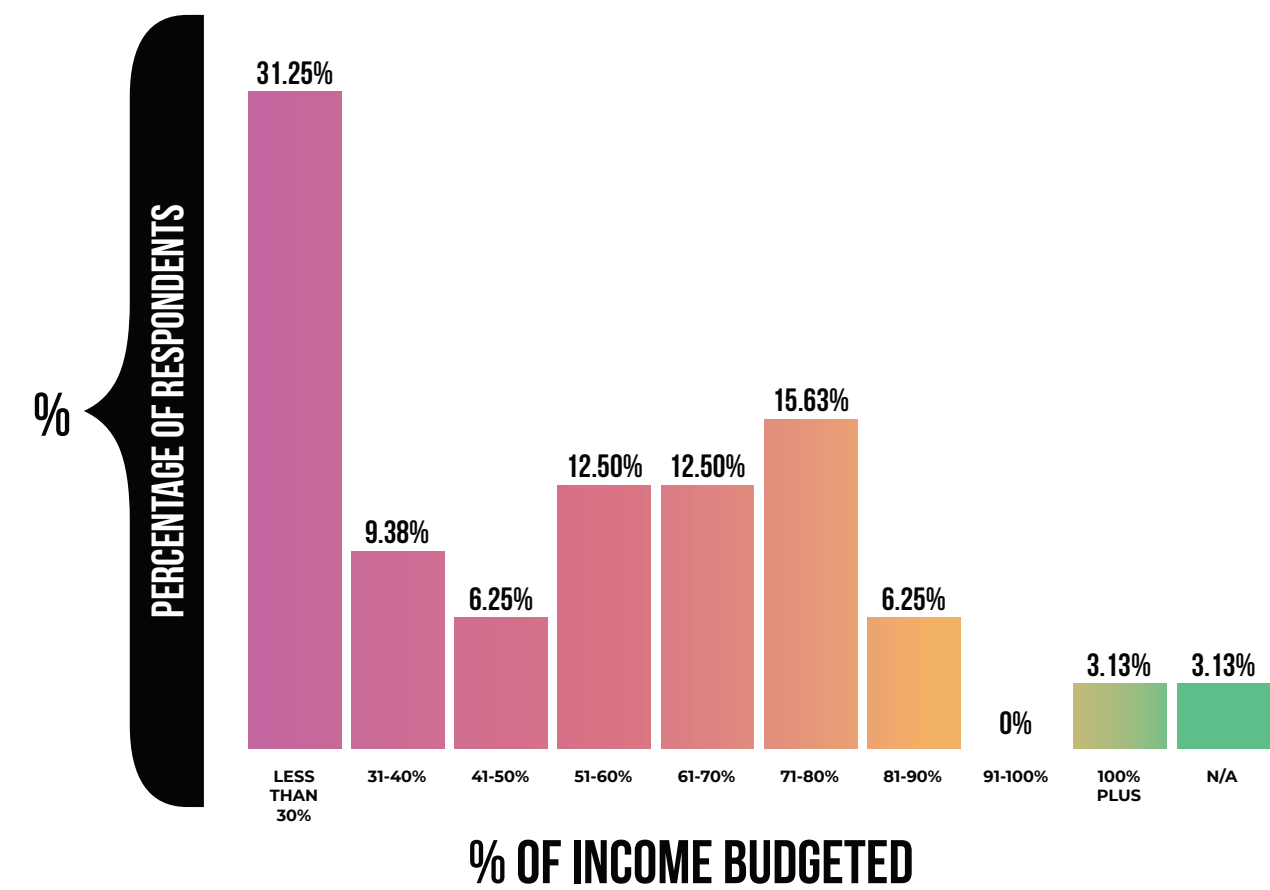
Catering



Residential Catering (if applicable)



Hospitality (if applicable)



Events (if applicable)

