

AVA NEWSLETTER

OCTOBER 2024

VENDEX

Join Us at Vendex North: Exhibition & Drop-In Dinner

Vendex North is just around the corner, and excitement is building for the industry's largest exhibition! As always, we're thrilled to host a **drop-in dinner**—a perfect opportunity to gather with fellow industry professionals, wine and dine with customers, and introduce new faces to one of the best networking events on the vending industry calendar.

Vendex North will take place on Wednesday 6th November 2024 at Centenary Pavilion, Leeds Football Club.

If you're attending **Vendex North** this year, we'd love to hear from you! Feel free to drop us an [email](#) or visit us at **Stand 29**. To view the full floor plan, you can check out the **Vendex website** or register [here](#).

This year's **drop-in dinner** will take place at [Blackhouse, Leeds](#), offering a relaxed setting for AVA members to reconnect and maximise networking opportunities. More details on how to book can be found below. Don't miss out on this chance to meet and mingle with key figures in the vending industry!



To reserve a table you can call **0113 246 0669** or email LeedsBDM@blackhouse.uk.com and use the reference: **AVA** to book your table.

New Employee Rights

New Employee Rights: A Comprehensive Employment Reform

Following the recent general election, the new Government has published its long-awaited **Employment Rights Bill**, released on **10 October 2024**. Many of the proposals within the Bill were anticipated, having been outlined in the King's Speech earlier this summer and prominently featured in Labour's election manifesto. Touted as the most significant reform to workplace rights in a generation, the Bill aims to enhance job security and working conditions across the UK, while contributing to economic growth.

The declared purpose of the Bill is to **upgrade workers'** rights and address poor working conditions. Here are the key proposals:

Key Provisions in the Employment Rights Bill:

- **Protection from Day One:** Workers will now have protection against unfair dismissal from their very first day of employment. This change is expected to promote job security and empower employees.
- **Statutory Probation:** A *nine-month probation period* will be introduced, standardising the evaluation process for new hires.
- **Parental and Bereavement Leave:** Employees will be entitled to parental and bereavement leave from day one, reflecting the importance of family and emotional well-being in the workplace.
- **Ending Zero-Hour Contracts:** While *zero-hour contracts* will be abolished to prevent exploitation, workers who prefer the flexibility of these contracts can still choose them.
- **Ban on Fire and Rehire:** The Bill seeks to outlaw the controversial “fire and rehire” practices, bolstering job security.
- **Flexible Working as the Norm:** In response to the evolving needs of today’s workforce, *flexible working arrangements* will be standardised.
- **Stronger Protections for Pregnant Women and New Mothers:** Enhanced protections against dismissal will be introduced for pregnant women and new mothers, offering critical support during this time.
- **Establishment of a Fair Work Agency:** A newly created *Fair Work Agency* will enforce key rights such as holiday pay, ensuring fairness across all workplaces.
- **Single Worker Status:** The Bill proposes simplifying employment rights by moving towards a single worker status, streamlining entitlements.
- **Strengthened Statutory Sick Pay and National Minimum Wage Review:** These measures aim to improve financial security during sickness and ensure wages keep pace with the cost of living.

While the reforms have been largely welcomed, there are concerns about the potential impact on small businesses. David Llewellyn, Chief Executive of the AVA explains:

“Granting day-one unfair dismissal rights to new employees could increase risks for small businesses, making them less likely to hire. This legislation might deter small employers, especially those offering opportunities to people returning after long absences, such as for health or caregiving reasons. The added employment costs and lack of clear guidelines on probation periods may stifle job creation and

growth. Small businesses, particularly those with fewer than 10 employees, are already facing financial challenges, and further regulations could worsen the situation. Exempting these 'micro' and 'small' firms could balance reform goals without burdening them."

The Bill's Parliamentary process is already underway, with its second reading having took place on **21 October 2024**. Various consultations on different aspects of the Bill will follow in 2025, and we will continue to keep you updated on its progress.

For more information, visit [What does the Employment Rights Bill mean for you? - GOV.UK](#)



Urgent Action Required: Scottish Single-Use Beverage Cup Levy Consultation

The **Scottish government** is moving forward with a proposed **Single-Use Disposable Beverage Cup Levy**, which could have serious repercussions for vending businesses. After months of advocacy, the AVA has successfully raised concerns with Scottish environmental and governmental bodies. As a result, a potential **exemption for drinks sold from vending machines** has been included in the current consultation. However, this exemption is not yet guaranteed.

Why This Matters:

If the legislation passes **without an exemption for vending**, it could have **severe financial consequences** for operators in Scotland. Even if your business primarily

deals with snacks, confectionery, or soft drinks, this could still impact your customers—and, by extension, your business.

Key Points to Know:

- The current proposal includes a **20p to 50p** (or higher) levy on single-use disposable cups starting in **2025**.
- **Question 6** of the consultation specifically addresses whether drinks sold from vending machines should be exempt. **Your input on this is critical!**
- The AVA represents **24,500 operator employees** across the UK, but we need **individual responses** from all businesses to ensure our voices are heard.

What You Need to Do:

To protect your business, it is essential to respond to the consultation by the deadline: **14th November**. Even if your vending operations aren't primarily in Scotland, this legislation could set a precedent for the rest of the UK.

How to Respond:

1. **Download** the Word document [here](#).
2. **Add your name and details.**
3. **Re-save the file** with your name.
4. Save it as a **PDF**.
5. **Email it** to: SUPD@gov.scot

Make sure your voice is heard and help us protect the future of the vending industry!



Calorie Labelling in the Out-of-Home Sector

Government guidance is always evolving, particularly with varying regulations across the Home Countries and individual organisations.

Recently, guidance on **calorie labelling in the Out-of-Home sector in Scotland** has been revised, removing the requirement for mandatory labelling at the consumer's point of choice.

For the latest UK-wide advice, please visit our website [here](#). You can also access the updated guidance **for Scotland** [here](#).

As regulations and guidance continue to shift, we will ensure AVA members stay informed. Please note, the guidance for **England, Wales, and Northern Ireland** currently remains unchanged.



From left to right: David Llewellyn, *AVA*, Kelly Pugh, *City Vending Services* and Chris Skipper, *NVCS*

The EVA publishes 'The Market Report Executive Summary'

And it's FREE for AVA Members...

David Llewellyn attended the EVEX (in a wet and stormy Cannes) hosted by the EVA, NAVSA (The French Vending Association) along with Board members Kelly Pugh (City Vending Services) and Chris Skipper (NVCS). It was an interesting event at which we were able to catch up with our partner associations from around Europe, compare notes, events and – of course – legislation & lobbying activities! As well as attending presentations on a range of topics: Best practice, contract law, European legislation, CSR – and many more. As well as celebrating 30 years of EVA.

EVA also re-launched their annual market report.

The European Vending & Coffee Service Association publishes information on an annual basis outlining the latest statistics and insights into the vending and Office Coffee Service (OCS) industry. This information can assist companies to make intelligent business decisions to the next years by evaluating the key market trends.

The Market Report Executive Summary, is available free to AVA members.

As in previous years, the report show overall data and trends for Europe. It includes data on the latest facts and figures about the vending industry and key insights 2023, identifies important trends, and also provides a general summary of 24 European markets, including sales value development, average vend price, top operators etc. This year, the report also provides for the first time some insights into smart fridge and water dispensers.

The report is available to AVA Members and can be found in the member's area of our website [here](#).



Christmas Luncheon

Last Chance to Join Our Christmas Luncheon!

Just last week, we added 40 more tickets to this year's **Christmas Luncheon**, and now we have **only one table left!** Once this table is gone, there will be no more tickets available, and we'll start the dreaded waiting list. Non-members are already on standby, eager for a chance to attend, but as always, **AVA members get priority** on a first-come, first-served basis—and you haven't disappointed! Not only was this event a sell-out, but the extra tickets are nearly gone as well!

This year's **Christmas Luncheon** promises to be unforgettable, with **five-star entertainment** throughout the day and an enhanced after-party. Each ticket includes:

- Welcome drinks
- A delicious three-course meal
- Unlimited beverages, including wine, beer, and soft drinks
- Captivating entertainment
- Access to the **after-party** at **Q Shoreditch**

The after-party is elevated to new heights this year at **Q Shoreditch**, a stylish venue with a sophisticated vibe. Enjoy pool tables, fun Blackjack and Poker games, an impressive cocktail selection, and late-night finger foods from 5 PM until late.

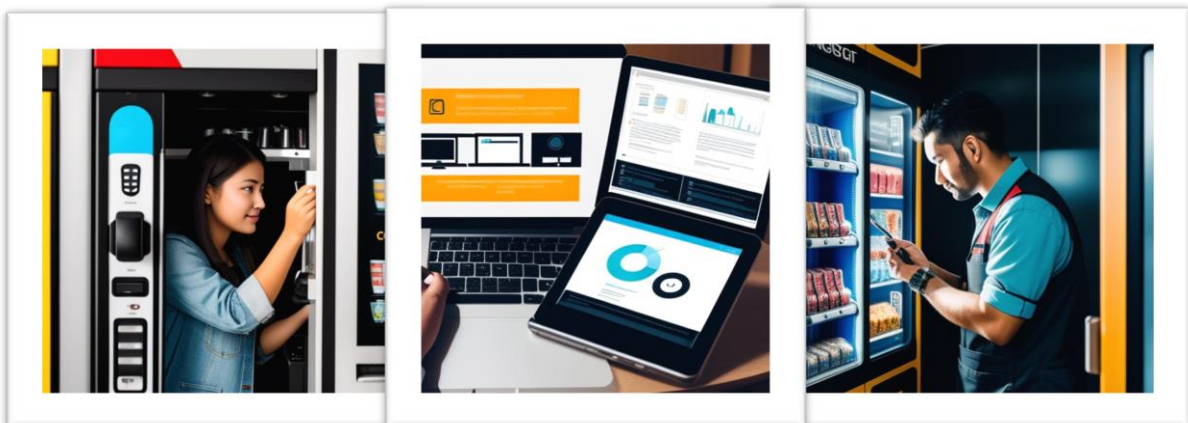
This is an experience **you won't want to miss**, so to secure your spot, **book now!**

Email kennedy.warwick@the-ava.com or call **0330 088 3267** to grab the last available table!



KEEP IN TOUCH WITH ALL THE AVA AND INDUSTRY EVENTS - CHECK FOR UPDATES AND NEW ADDITIONS IN OUR [CALENDAR](#)

AVA TECHNICAL & OPERATIONS WEBINAR

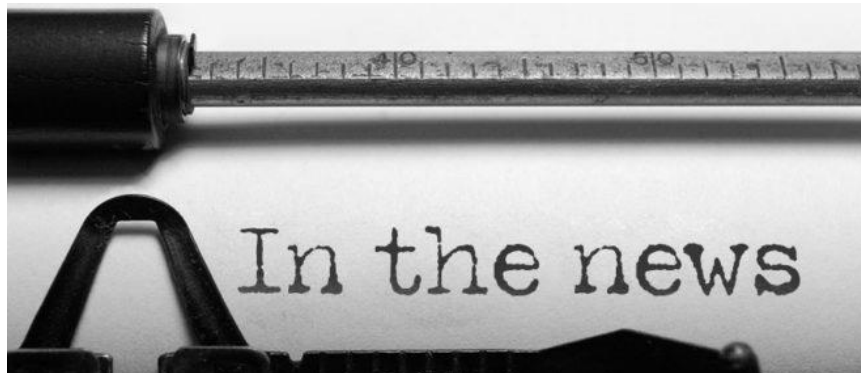


The 2024 Technical & Operation webinar took place this week. Covering a range of topics, dealing with everything from the practicalities and benefits of

implementing Vending Management Software, pest infestation, Food Safety and the intricacies of VAT.

Our thanks go out to all those who took part, presented or got involved in the discussions.

If you missed this essential aid to your business you can catch up on the [AVA YouTube Channel](#)



We're in the news! Check out what we have been up to:

This month, **David Lewellyn**, *Chief Executive* of the AVA, shared his insights on the **Autumn Budget** and its impact on our industry, looking ahead for **FM Business Daily**. You can read his comments [here](#).

David also offered his perspective on the evolving UK vending industry and how we're adapting to **meet B2B demands** in the food and beverage sector. His full interview can be found in **Refreshment Magazine** [here](#).

UPCOMING EVENTS NOVEMBER

Tuesday

5

**Vendex Drop-In Dinner @
Blackhouse, Leeds**

Wednesday

6

Vendex North

Thursday

7

**Foodservice Packaging
Association (FPA): Environment
Seminar**