# Pizza Hut staff across Scotland prepare for protests over wage theft allegations



Staff at Pizza Hut takeaways across Scotland are preparing for protests in response to grievances lodged against their franchise operator, Glenshire Group. The company, based in Kirkcaldy and owned by Harris and Amir Aslam and Raza Rehman, is facing allegations raised by members of the Unite union, who are claiming that staff members are subjected to "wage theft and the denial of breaks."

The situation involves approximately 800 employees working at 23 Pizza Hut locations in Scotland, many of whom are cooks, cleaners, and delivery drivers. Unite has asserted that the changes made to employment contracts could result in significant financial losses for drivers, amounting to up to £80 per week. Additionally, the claims suggest that workers had their on-shift meals and staff discounts eliminated, and have experienced “retroactive” deductions from their pay for breaks they did not take.

Bryan Simpson, Unite’s lead organiser for hospitality, expressed strong condemnation of the treatment meted out to workers, stating, “The way our members have been treated by the Glenshire Group is morally reprehensible and almost certainly illegal.” He indicated a belief that the changes represent an effort to diminish pay and conditions for some of the lowest-paid workers in the economy, labelling it as a move towards "bogus self-employment."

The allegations include that Glenshire has initiated what Unite describes as a “systematic attack” on employee rights. In response, Glenshire has promised to conduct a thorough investigation into the collective grievances submitted on March 23, with the company denying any widespread modifications to contracts or policies. A spokesperson for the firm confirmed the receipt of grievances and articulated a commitment to upholding "robust employment practices" concerning annual leave and break entitlements.

The spokesperson explained that the remuneration model for delivery drivers had transitioned from a “per delivery” payment to a “per mile” structure designed to better align with expenses such as fuel and insurance. They also noted an increase in gross pay rates, having advanced the National Living Wage and Minimum Wage by up to £1.20 per hour.

Separately, Pizza Hut UK, while acknowledging the role of Glenshire Group as an independent franchisee responsible for its own employment practices, stated that they take the allegations seriously and are committed to ensuring a fair working environment. A spokesperson for the franchise underscored the organisation’s policies intended to provide support for employees and indicated that Glenshire would be engaging with staff to address any concerns in the aftermath of the claims.

Glenshire Brands began its association with Pizza Hut by operating its first franchise in Kirkcaldy and has expanded to include franchises in several locations, such as Fife and Stirling, since 2022. As protests loom, the situation remains fluid as employees and union representatives work towards resolving the disputes in question.

Source: [Noah Wire Services](https://www.noahwire.com)

## References

* <https://www.inverness-courier.co.uk/news/pizza-franchise-with-two-inverness-branches-under-fire-after-377853/> - This article supports the claim that Pizza Hut staff in Scotland are facing allegations of wage theft and denial of breaks due to changes made by Glenshire Group. It also discusses the removal of driver commissions and changes in leave policies.
* <https://www.thecourier.co.uk/fp/business-environment/business/5208602/kirkcaldy-company-at-centre-of-pizza-hut-row-denies-wage-theft/> - This article corroborates that Glenshire Group is facing grievances over alleged wage theft and denial of breaks at Pizza Hut locations. It details the company's ownership and its response to the allegations.
* <https://www.unitetheunion.org/news-events/news/2025/march/pizza-hut-workers-protest-against-wage-theft-and-abusive-working-conditions> - This article describes protests by Pizza Hut workers against wage theft and abusive conditions, aligning with Unite's claims about Glenshire Group's treatment of employees.
* <https://www.noahwire.com> - This is the supposed source of the original article discussing the disputes between Pizza Hut staff and Glenshire Group, though the specific page content is not available.
* <https://www.unitetheunion.org/about-us/sectors/food-drink-and-agriculture/> - While not directly addressing Pizza Hut, it provides context on Unite's role in supporting food sector workers, which includes those at Pizza Hut.