

Unique Reference: 20038785

Friends of Wigmore Park, at the Open Hearing Event dated 27<sup>th</sup> November, were asked to provide a summary of vacancies quoted at the hearing with examples of vacancies at Luton Airport that we believe would not alleviate poverty particularly due to single parent families and communities that traditionally have large families.

This was in response to comments made by Robin Porter, the CEO of Luton Borough Council and the ultimate owner of Luton Airport that having additional employment at the airport would help end poverty by 2040. Mr Porter ignored the fact that many people working at the airport are subject to in-work poverty and that the airport and its partners need a large pool of poor people willing to work for low pay for the airport to remain competitive.

Examples used at the hearing:


Aviation Security Officer

Salary £11,769 per annum.

Hours 3am to 8am, 4 days on, 4 days off.

[Apply on Glassdoor](#) [Apply on BeBee](#) [Apply on Sercanto](#) [Apply on Expertini | United...](#)

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£11,769 a year  Full-time and Part-time

Aviation Security Officer

Location: Luton

Contract Type: Permanent

Hours: Part time, an average of 17.5 hours per week over a 7-day period – 03:00am-08:00am. 4 days on, 4 days off

Salary: £11,769 per annum + excellent benefits

We are proud to be working with London Luton Airport who are currently seeking part time Aviation Security Officers to join their team on a permanent basis.

What will you be doing?

Your role as an Aviation Security Officer will be to ensure the safe and smooth transition of passengers, staff and airport users whilst maintaining the highest level of customer service and satisfaction at all times.

Key responsibilities and duties include:

- Screening of personnel via body and bag searching
- X-ray duties
- Vehicle searching
- Controlling access points

## Car Park Attendants at Luton Airport

Salary £11 per hour

2 shift patterns 06:30-18:30 and 18:30 06:30

### Car Park Attendants at Luton Airport

Location: Luton, Bedfordshire, England £ £11 per hour

Newstaff Recruitment Agency is currently looking for Car Park Attendants at **Luton Airport**.

#### Car Park Attendants at Luton Airport

**About the Job:**

- Immediate start.
- Candidates would have to help direct traffic to temporary car parks.
- Shift patterns are split so would need to do 2 a.m. and 2 p.m. in the same week.
- Candidates would need to wear black trousers, a white shirt and a coat as you will be outside.
- No need for a driving licence.
- Free parking on site.

**Shift times:**

- 06:30-18:30
- 18:30-06:30

**Additional Information:**

- £11.00 per hour
- Weekly pay
- Accrued holiday

If you are interested in this job at Luton Airport, don't hesitate, and apply today. A member of the Newstaff Recruitment Agency team in **Luton** will contact you shortly. Additionally, if you have any questions or concerns, you can contact Christian on 01582 876 616 or email your CV

[Apply For This Job](#)

Industry: **Industrial**

Job Type: **temporary**

Hours: **Part-Time**

Country: **United Kingdom**

County: **Bedfordshire**

Reference: **111023LUA**

Additional examples not provided at the hearings:

### Cleaners

Salary £10 per hour, day shift or £10.23 per hour night shift, full time

### Hygiene Operatives

Salary £10.90 per hour

16 hours per week.



Hygiene  
Operative.pdf



Cleaner.pdf

WH Smiths Luton Airport, as an example of a retail vacancy at Luton Airport.

Salary up to £10.65 per hour

26.25 or 37.50 hours per week.

x



### Sales Assistant

[WHSmith](#) ★★★★★ 2,397 reviews

Terminal Building, Luton LU2

£10.65 an hour - Permanent, Full-time

You must create an Indeed account before continuing to the company website to apply

[Apply on company site](#)  

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Airport

**Shift Pattern**

Flexible - Not Including Nights

**Position Type**

Permanent

**Hours / Week**

26.25 or 37.50

**Salary Up To**

£10.65

**County**

Bedfordshire

**Country**

UK

**Post Code**

LU2 9LY

**Function / Region**

We can provide many other examples if required.

The planning application for airport expansion in Phase 1, Phase 2a and 2b is focused primarily on terminal, apron and car park provision and the jobs they will provide. These are traditionally seen as poorly paid work provided in retail, food outlets, check-in, baggage handling, cleaning and security. We believe, using the examples above, that this will not alleviate poverty particularly as many vacancies are seasonal, part time or zero hour contracts to match the different waves of flight times.

The airport has suffered many strikes due to low wages that employers are reluctant to raise due to winning contracts from the airport operator or the airlines that are won by submitting the lowest tender.

<https://www.unitetheunion.org/news-events/news/2023/september/luton-airport-braced-for-co-ordinated-strike-action-as-employers-fail-to-resolve-pay-and-victimisation-disputes>

This also leads to the question of why there are so many low paid vacancies at the airport at all times of the year when unemployment is deemed to be high in the town. We believe this is down to the fact that the airport operates 24 hours a day, 7 days a week with many unemployed not wanting to work for poor pay on shift patterns that affect their internal circadian clock, health and wellbeing and time spent with their families, particularly at weekends.

Recognised health effects of shift patterns include:

Fatigue and sleep disorders

Obesity

Type 2 diabetes

Cardiovascular disease

Digestive disorders

Mental ill health (anxiety, depression)

Some evidence to suggest impact on

Reproductive health

Some evidence to suggest increased incidence of cancer

Health and Social Care Information Centre (2014)

We provide a NHS link to the above that also looks at the health of shift workers regarding poorly designed shift patterns.

[https://www.nhsemployers.org/system/files/media/Supporting-the-wellbeing-of-shiftworkers-in-healthcare\\_0.pdf](https://www.nhsemployers.org/system/files/media/Supporting-the-wellbeing-of-shiftworkers-in-healthcare_0.pdf)

The Harvard Medical School has also brought out a paper regarding concerns for shift workers.

<https://www.health.harvard.edu/blog/shift-work-can-harm-sleep-and-health-what-helps-202302282896>

We also refer you to a paper written by the Journal of Clinical Sleep medicine.

<https://jcsn.aasm.org/doi/epdf/10.5664/jcsn.9642>

We have seen no evidence from the applicant's submission that any consideration has been given to the effects of shift patterns by airport partners that don't follow best practice.

*Definition of a night worker under working time regulations. A night worker is someone who normally works at least three hours during the night period, which is the period between 11pm to 6am, unless the worker and employer agree a different night period. Night workers should not work more than an average of eight hours in 24-hour period. This average is usually calculated over a 17-week reference period, but it can be over a longer period if the workers and employer agree. Regular overtime is included in the average and workers can't opt out of this limit.*

*Source: ACAS 2017*

We refer you, as an example, to the vacancy for car park attendants who will be expected to work 12 hour night shifts.

To counter the reluctance of many people to work at the airport and to reduce the workforce and wage bill, the airport operator and its partners are introducing automation including robotic cleaners, passenger self check-in and retail self-checkouts.

*Photograph shows a robotic terminal floor cleaner at Luton.*



Security staff jobs are also under threat due to automation and more advanced passenger screening resulting in the planned reduction of passenger screening lanes from 16 to just 12 despite the approval of 19m passengers per annum.

In Arrivals, passengers can now scan their own passports so again reducing the need for Border Force Officers.

During 2017 Luton introduced self-service bag drop so reducing the need for check-in staff. Easyjet, Ryanair and Wizz now all use self check-in via their handling agents to reduce the staff required for manual check-in. <https://www.internationalairportreview.com/news/33172/luton-airport-touchless-bag-drop/>

In 2021 Stansted took this a stage further

<https://www.airport-technology.com/features/bags-innovation-inside-automated-baggage-handling-systems/?cf-view>

*Stansted has introduced automated baggage systems as moving baggage manually to and from the airport terminal to the aircraft is time-consuming, costly and labour-intensive. Automating check-in conveyors, baggage screening, sorting, make-up and reclaim is proven to improve process efficiency.*

Luton used to have two flight catering companies that provided on-board meals for passengers that closed due to the rise of low cost airlines at Luton.

Other jobs on the decline are highly skilled aircraft maintenance staff; employment has been on a decline at Luton for many years with most hangars now being used purely for aircraft storage or have been demolished to create aircraft stands and an executive terminal,

Demolished hangars:

Hangar 62

Hangar 63

Hangar 102

Hangars used for aircraft storage:

Hangar 7

Hangar 8

Hangar 125 (does offer limited man in a van maintenance by third party provider)

Hangar 129

Hangars out of Use:

Hangar 9

Hangar 60

Hangar 127

Hangars still being used by airlines for maintenance:

Hangar 61 (TUI)

Hangar 89 (easyjet)

Hangars used principally for storage but with limited line and base maintenance.

Hangar 201(Harrods)

Hangar 202(Harrods)

Self-driving vehicles are not far away so we would also challenge the predicted jobs airport expansion will actually provide.



In this photograph of Provost Way, which is located at the Airport Business Park, every building seen has been abandoned for a number of years.

Buildings seen include former 2 inflight catering companies. Britannia Airways former flight simulator building. The black building on the immediate right has been abandoned for so long that we can't remember its former use. The building on the left is subject to, we believe, a compulsory purchase order and is vacant apart from a café in the offices associated with this building.

We view this brownfield land as the ideal location for airport parking and a new business park yet the applicant has no plans for this site apart from adding a dual carriageway.