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£100m pay bill for 40 top executives

Forty top executives who received at least £1 million in their remuneration package last year feature this time around.

The executives of companies quoted on the London Stock Exchange's top FTSE 350 index received £100.52 million in total – that equates to average remuneration package of £2.51 million.

Pascal Soriot, chief executive of drugs multinational AstraZeneca, received well above the average. He tops the table as his package last year was worth £13.39 million or £257,480 a week.

Peter Crook, chief executive of sub-prime lender Provident Financial, takes second spot with a package worth £6.32 million or £121,440 a week. He obviously has no need for Provident's self-employed doorstep salespersons and nor does Provident. Unveiling full-year results, Peter Crook, chief executive, said the company planned to "eliminate" 4,500 self-employed agents who sell high-cost loans in some of the UK's poorest neighbourhoods.

The other executive director of AstraZeneca – chief financial officer Marc Dunoyer – takes third spot with a £4.45 million package that is £85,570 a week.

Year-on-year comparisons can be made for 36 out of the 40 executives and 16 saw their packages grow. Thirteen of the increases were for 7.4% or more at a time when growth in average weekly earnings in the whole economy was running at only 1.9%.

Two of the three executives at cinema chain Cineworld take the top spots. A 113.4% rise on the back of receiving a long-term bonus in 2016 when nothing was received the year before took chief executive Moshe Greidinger to £2.59 million a year or £49,770 a week. His deputy chief executive Israel Greidinger received a big bonus that made for a 110.0% increase taking him to £1.78 million a year or £34,290 a week.

Astrazeneca's Soriot takes third spot with a 68.1% increase on the back of an increase in long-term bonuses.

Phillip Monks, chief executive of specialist lender Aldermore, saw his package slashed by 83.9% to £1.18 million as no long-term bonus was paid in 2016. Nevertheless, the banker's weekly remuneration was £22,595.

The total remuneration figure given in the table includes: basic salary, cash bonus, long-term share bonuses, golden hello, golden handshake, cash pension payments and a cash figure for other benefits that directors receive, such as use of company car, life insurance, private health ben-

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efits and housing allowance. It does not include dividends received from their shareholdings in their company.

Executive	Company (financial year ending)	Total remuneration (£000)	% change
Pascal Soriot	AstraZeneca (12.16)	13,389	68.1
Peter Crook	Provident Financial (12.16)	6,315	-15.8
Marc Dunoyer	AstraZeneca (12.16)	4,450	-32.3
Mark Wilson	Aviva (12.16)	4,352	-20.0
Andrew Fisher	Provident Financial (12.16)	4,181	-15.1
Ross McEwan	RBS (12.16)	3,493	0.0
David Sleath	SEGRO (12.16)	3,344	40.0
Moshe Greidinger	Cineworld (12.16)	2,588	113.4
David Bellamy	St James's Place (12.16)	2,524	-19.0
Tom Stoddard	Aviva (12.16)	2,480	-14.2
Patrick Larmon	Bunzl (12.16)	2,460	8.5
Mike McCollum	Dignity (12.16)	2,433	-0.3
Frank van Zanten	Bunzl (12.16)	2,364	n.a
Steve Foots	Croda International (12.16)	2,281	66.0
Jeremy Helsby	Savills (12.16)	2,238	-2.6
Michael Roney	Bunzl (12.16)	2,226	n.a
Stephen Stone	Crest Nicholson (10.16)	2,157	-47.7
Brian May	Bunzl (12.16)	2,113	-2.1
Simon Thomson	Cairn Energy (12.16)	2,082	61.1
Justin Reed	SEGRO (12.16)	2,040	43.9
Mike Norris	Computacenter (12.16)	1,914	-30.8
Chris Weston	Aggreko (12.16)	1,909	28.5
Ewen Stevenson	RBS (12.16)	1,906	0.0
Andy Briggs	Aviva (12.16)	1,882	n.a
Ian Gascoigne	St James's Place (12.16)	1,833	-15.4
Israel Greidinger	Cineworld (12.16)	1,783	110.0
David Lamb	St James's Place (12.16)	1,767	-18.5
Andrew Croft	St James's Place (12.16)	1,759	-18.5
Simon Shaw	Savills (12.16)	1,734	1.0
Andy Gulliford	SEGRO (12.16)	1,732	34.1
Phil Redding	SEGRO (12.16)	1,665	34.5
Andrew Davies	Dignity (12.16)	1,451	1.6
Leo Quinn	Balfour Beatty (12.16)	1,445	n.a
Steve Whittern	Dignity (12.16)	1,408	7.4
K Garrett-Cox	Alliance Trust (12.16)	1,214	-11.8
Patrick Nergin	Crest Nicholson (10.16)	1,182	-48.4
Phillip Monks	Aldermore Group (12.16)	1,175	-83.9
Richard Portman	Dignity (12.16)	1,165	1.5
Tony Canophy	Computacenter (12.16)	1,078	-36.0
Keith Layden	Croda International (12.16)	1,015	53.7

It's who you know if you want an internship

The number of internships available and their damaging effect on social mobility has been dramatically underestimated, according to a new report – which blames some firms for reserving lucrative job opportunities for friends and family.

The Institute for Public Policy Research (IPPR) said that while around 11,000 internships were advertised each year, the real number on offer was closer to 70,000.

Not only do many of these 60,000 additional positions not offer meaningful learning opportunities or working conditions, they entrench privilege because they are largely inaccessible to those without connections or know-how, it has been claimed. They also discourage businesses from investing in graduate or other permanent recruitment.

Many such internships are also unpaid; the IPPR said that it has been estimated that one in five does not offer a wage.

The report, *The inbetweeners: the new role of internships in the graduate labour market*, suggested that access to the most competitive professions appeared to be governed by people's ability to source and fund unpaid internships.

It said the total number of internship opportunities has risen by as much as 50% since 2010, while the number of advertised graduate-entry jobs sharply declined over the same period.

Publishing, media and the arts were named as particularly inaccessible to graduates from poorer backgrounds, while the creative industries as a whole had a high concentration of internships.

Work experience Publishing group Penguin Random House UK will pay all work experience participants the National Living Wage – currently £7.50 an hour – and offer accommodation support for candidates that live outside of London.

The London-based organisation will provide a salary of £262.50 a week to participants on its two-week work experience programme, which includes 450 work experience placements a year.

The publisher will offer subsidised accommodation in conjunction with The Book Trade Charity,

as part of a pilot scheme, to make the programme more accessible to people from outside of London.

Although internships at Penguin Random House UK are already fully paid, work experience candidates previously only received travel and food expenses.

The new pay measure forms part of a broader organisational strategy to encourage greater diversity and inclusivity in the publishing sector.

www2.cipd.co.uk/pm/peoplemanagement/b/weblog/archive/2017/04/18/thousands-of-internships-are-reserved-for-family-and-friends-says-report.aspx
www.employeebenefits.co.uk/issues/april-online-2017/penguin-random-house-uk-pay-national-living-wage-work-experience-candidates/

TUC's gender-sensitive health and safety guide

A new guide aimed at helping union reps take gender differences into account when identifying health and safety concerns at work has been published by the TUC.

Gender in occupational health and safety says that historically the health and safety needs of men in the workplace have been prioritised over women. Risk prevention has focused on visibly dangerous work – largely carried out by men – in industries like construction and mining, with an assumption that the kind of work that women do is safer.

Where the differences between men and women are taken into account when assessing risk and deciding suitable risk control solutions, there is a greater chance of ensuring that the health, safety and welfare of all workers is protected, says the TUC.

The new guide outlines some of the main health and safety risks women can face at work. Women tend to suffer more from pain in the upper back and limbs as a result of repetitive work in both manufacturing and offices, while men tend to suffer more from lower-back pain from exerting high force at work.

Secondly, women tend to work in lower-paid and low-status jobs where bullying and harassment are more common, while men predominate in better-paid, higher status jobs.

Finally, women working in male professions like construction, engineering and the emergency services are at risk from inappropriately designed tools and personal protective equipment.

The handbook also provides a checklist for union reps to help them pursue issues around gender

at work – including questions about whether sex and gender differences are taken into account in manual handling risk assessments, and in assessments of postural problems including prolonged standing or sitting.

The findings should help union reps encourage employers to take action on the issues that will make a real difference to the health, safety and welfare of women in their workplaces.

TUC general secretary Frances O'Grady said: "People come in all shapes and sizes and when it comes to health and safety, the 'one size fits all' approach is old-fashioned and dangerous. Nowhere is that clearer than when looking at gender."

www.tuc.org.uk/workplace-issues/health-and-safety/new-tuc-guide-will-help-health-and-safety-reps-keep-both-men-and

Workers from EU are valued in unions

The Scottish TUC has launched a major initiative to give EU/EEA nationals working in Scotland a stronger voice on workplace issues, including organising more such workers into trade union membership.

Unions, working with colleagues at Strathclyde University, will conduct a comprehensive on-line survey of EU/EEA workers, commencing with those who are Polish speaking. The information produced on workplace practice, experience and concerns will not only inform future demands for fair work, it will be vital in shaping union organising campaigns.

The STUC will also use its extensive contacts with unions across the EU to ensure that the EU/EEA workers know that, as well as being valued citizens, they are valued members of the trade union community.

At the launch of the initiative, STUC general secretary Grahame Smith said: "The anti-migration rhetoric that was such a disgraceful feature of the EU referendum which has spilled over into the hard Brexit approach of the Tory government, has made many migrant workers fearful for their future.

"The clear message from the STUC to every EU/EEA worker is that you are not only more than welcome in Scotland, you are more than welcome in a union. You are vital to our economy and as union members and activists.

"The more of you that join a union the stronger and more effective will be our collective voice in fighting for fair work and in demanding that you have the right to continue to live and work in Scotland."

www.stuc.org.uk/news/1292/eu-workers-have-stronger-voice-in-a-union

Gender pay gap website launches

The Government Equalities Office (GEO) has launched an online gender pay gap viewing service to enable members of the public view the information that organisations have published so far to fulfil their gender pay gap reporting obligations.

The gender pay gap reporting regulations were introduced on 6 April 2017, with a snapshot date of 5 April for private and voluntary organisations.

The gender pay gap reporting regulations require employers with 250 or more employees to publish various data including the difference between the mean hourly rate of pay and the median hourly rate of pay for male and female full-time employees; and the proportions of male and female full-time employees in the lower, lower middle, upper middle and upper quartile pay bands.

Details must be reported to the government and published within the 12 months following the set snapshot date of 5 April every year

However, it is early days yet and just four companies have filed information. Even so, the website doesn't inspire confidence when one of the companies – Hall Cleaning Services, which provides cleaning services to office and schools in the Knowsley, Merseyside area – is classified by the GEO under the transportation and storage sector.

A second company – Contractor Umbrella – is classified under manufacturing. However, it offers

those oh so tax efficient umbrella company services to independent contractors. That makes it rather wary of the HM Revenue and Customs' (HMRC) crackdown on its sector, so much so that its website has an "Ask Roger" section where someone can have their tax and expenses questions answered by an ex-HMRC inspector.

A third, Louver-Lite, which manufactures window blind fabric and accessories, is classified by the GEO as "activities of households as employers".

The fourth organisation to register details is the Linlithgow-based Donaldson Trust. It's a charity which runs a residential and day school, providing education, therapy and care for pupils who are deaf or who have communication difficulties. The GEO hasn't even bothered classifying it.

Meanwhile, given the sectors the companies work in, the information on the gender pay gap so far is not exactly informative.

At Hall Cleaning Services, for example, the average men's hourly rate, using the mean is 0.1% higher than the women's while the median hourly rate is the same.

However, the data is for full-time employees and given the firm's sector, many female employees are likely to be part-time and so not analysed.

There's a general bias to men at Contractor Umbrella where the mean gap is 15% in favour of men and the median gap 5%.

At Louver-Lite, the male hourly rate is 4.8% higher. However, when the median is used it favours women, but only to the tune of 0.7%.

Donaldson Trust's employee profile is biased towards women and is reflected in the gender pay gap which at the mean level is 6.4% higher than men and the median is 15% higher.

www.gov.uk/government/news/view-gender-pay-gap-information

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