FACT SERVICE

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Twenty nine executives pocket over £70m

Twenty nine executives who received a remuneration package of at least £1 million start off the *Fact Service* reporting season.

The 29 received a total of £71.78 million — an average remuneration package of £2.48 million.

George Weston heads Primark owner Associated British Foods (ABF), where he received a package worth £4.86 million a year or £93,360 a year.

In December Primark was named and shamed in a government list of minimum wage offenders after it deducted the cost of shop worker's uniforms from their salaries, resulting in them earning less than the minimum wage. Primark was forced to pay back £231,973 to 9,735 employees.

Alison Cooper has held down the chief executive's job at tobacco multinational Imperial Brands for seven years. In the group's last financial year her packages was worth £4.66 million or £89,560 a week.

Gary Green heads the US operations of contract food and support service group Compass. His package of £4.6 million equates to a weekly wage of £88,500.

Andrew Findlay, chief financial officer at budget airline EasyJet, just creeps in above the £1 million cut-off. His £1.1 million package works out at £21,060 a week.

Year-on-year comparisons could be made for 28 of the executives and 15 saw their packages fatten up.

Stephen Kelly, chief executive at computer software group Sage, bagged a 93.6% rise taking him to £3.34 million a year — or £64,150 a week. The big boost to his package came from a long-term share award in 2017 when none was given the year before.

John Martin was promoted to group chief executive of building materials distribution group Ferguson from September 2016 having previously been chief financial officer. His 82.6% rise to £3.46 million — £66,500 a week — reflects the promotion and increases in annual and long-term bonuses.

ABF's George Weston took third spot with a 55.0% increase.

Patrick Coveney, chief executive of Irish food group Greencore, saw his package shrink by 40.6%, but he still received £1.44 million or £27,710 a week.

Fact Service examines the remuneration reports of the top 350 FTSE companies, quoted on the London Stock Exchange. The total remuneration figure given in the table includes: basic salary,

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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 benefits and housing allowance. Dividends received from their shareholdings in the company are not included.

Fact Cat Thursday In just three working days of 2018, the average pay of an executive working for a FTSE100 company passed the median UK gross annual salary for full-time employees of £28,758, according to calculations from independent think tank The High Pay Centre, and the CIPD, the professional body for HR and people development. This led to their dubbing Thursday 4 January as Fat Cat Thursday.

Executive	Company (financial year end)	Total remuneration (£000)	% change
George Weston	ABF (9.17)	4,855	55.0
Alison Cooper	Imperial Brands (9.17)	4,657	-13.8
Gary Green	Compass (9.17)	4,602	11.4
Stephen Clarke	WH Smith (8.17)	3,765	-27.3
Frank Roach	Ferguson (7.17)	3,675	41.3
John Martin	Ferguson (7.17)	3,458	82.6
Stephen Kelly	Sage (9.17)	3,336	93.6
John Bason	ABF (9.17)	3,302	48.9
Ted Ayres	Bellway (7.17)	3,121	12.1
Oliver Tant	Imperial Brands (9.17)	2,599	43.0
Robert Moorhead	WH Smith (8.17)	2,528	-15.1
Dominic Blakemore	Compass (9.17)	2,302	-6.5
Bruce Thompson	Diploma (9.17)	2,258	38.2
Steve Hare	Sage (9.17)	2,181	-28.0
Johnny Thomson	Compass (9.17)	2,149	n.a
Andrew Rashbass	Euromoney (9.17)	2,145	-22.3
Simon Litherland	Britvic (9.17)	2,086	20.3
David Duffy	CYBG (9.17)	2,056	0.4
Matthew Phillips	Imperial Brands (9.17)	2,024	-18.9
Peter Fankhauser	Thomas Cook (9.17)	1,837	51.9
Keith Adey	Bellway (7.17)	1,829	11.2
Brian Bickell	Shaftesbury (9.17)	1,825	-6.6
Patrick Coveney	Greencore (9.17)	1,441	-40.6
Ian Sutcliffe	Countryside Props (9.17)	1,418	0.2
Nigel Lingwood	Diploma (9.17)	1,380	40.5
Simon Quayle	Shaftesbury (9.17)	1,299	-6.6
Thomas Welton	Shaftesbury (9.17)	1,290	-6.4
Chris Ward	Shaftesbury (9.17)	1,264	-3.7
Andrew Findlay	EasyJet (9.17)	1,095	-13.2

http://highpaycentre.org/blog/its-fat-cat-day-thursday-jan-4-2018

Gender pay gap in civil service revealed

A number of civil service departments have published their gender pay gaps, with the Department for Transport recording the widest, at 16.9%.

The 3% gap at the Department for Culture, Media, Digital and Sport was the narrowest of the nine government departments publishing their gaps.

The FDA union, which represents senior civil servants, said it was wrong that women were still being “discriminated against and undervalued”.

“While the civil service should be applauded for shining a light on its gender pay gap with this latest data, departments have a long way to go if they are serious about closing it,” said equality officer Zohra Francis.

At the end of last year the Equality and Human Rights Commission (EHRC) published its enforcement strategy with a warning that organisations failing to comply with gender pay gap reporting regulations could face unlimited fines and convictions.

Although it will take steps to encourage compliance and engage informally with employers who are in breach of the regulations as a first port of call, the EHRC will ultimately enforce against all employers who do not publish their gender pay gap information.

The commission’s enforcement policy — which is open for consultation until 2 February — explains how the commission will use a range of its powers:

- it may investigate suspected breaches of the regulations by private and voluntary sector employers and offer them the opportunity to enter into a formal agreement to comply as an alternative to continuing with the investigation. Such agreements can themselves be enforced if not complied with;
- it may issue unlawful act notices against employers who do not accept the offer of an agreement and who are found to have breached the regulations as a result of the investigation. These unlawful act notices will require employers to comply with an action plan which can be enforced through court orders; and
- it may seek summary convictions and an unlimited fine to those who still refuse to comply with a court order.

Similar enforcement powers exist in relation to public sector employers.

EHRC chief executive Rebecca Hilsenrath said: "The law now says employers must be transparent about pay for women, and our regulatory role is to make sure this happens. We will educate employers about their responsibilities and hope to see widespread compliance. If that doesn't happen, we won't hesitate to resort to our more stringent legal powers – including enforcing unlimited fines and convictions."

www.personneltoday.com/hr/civil-service-departments-reveal-gender-pay-gap/

https://gender-pay-gap.service.gov.uk/Viewing/search-results?p=2&s=X&y=2018

www.equalityhumanrights.com/en/our-work/news/gender-pay-gap-reporting-enforcement-plan-revealed

Unions welcome action on laser pens

There has been a welcome from unions to government initiatives on the importing of laser pens and the misuse of such pens.

Shining or directing a laser at aircraft, road vehicles or ships could lead to a prison sentence, unlimited fine or both under new laws announced by the government.

Idiots who target transport operators with laser devices could be jailed for up to five years under new laws designed to protect the public.

The *Laser Misuse (Vehicles) Bill*, which was published in late December 2017, will also expand the list of vehicles, beyond just planes, which it is an offence to target with lasers. Drivers of trains and buses, captains of boats and even pilots of hovercraft will be among those protected by the new legislation.

The bill will make it easier to prosecute offenders by removing the need to prove an intention to endanger a vehicle.

And it will remove the cap on the amount offenders can be fined – which is currently limited to £2,500 – paving the way for substantial sanctions. Fines could be issued in isolation or alongside a prison sentence.

The police will also be given additional powers to catch those responsible for the misuse of lasers.

Laser pens have become a growing concern with the beam from the devices capable of affecting the ability of transport operators to control their vehicles.

In 2016, the Civil Aviation Authority received reports of 1,258 laser incidents, with Heathrow the most frequent location for reports of the devices being used recklessly.

Meanwhile, records from the British Transport Police show that between 1 April 2011 and 30 November 2017, a total of 578 laser incidents were recorded on the rail network.

More recently, the Department for Transport (DfT) has announced new measures to tackle the sale of unsafe laser pointers, including additional support for local authority ports and borders teams to stop high-powered laser pointers entering the UK.

Unions, which have long been campaigning for stronger control over sales, as well as higher penalties for offenders, welcomed the new measures.

Brian Strutton, general secretary of pilots' union BALPA, hoped the tougher restrictions on imports will stop high-powered lasers reaching the hands of those with ill-intentions in the first place.

"Shining a laser at an aircraft is extremely dangerous and has the potential to cause a crash that could be fatal to not only those on board, but people on the ground too," he said.

Mick Whelan, general secretary of the ASLEF train drivers' union, said: "Tougher restrictions on importation should, we hope, prevent them reaching the hands of those with ill-intentions in the first place."

"Shining a laser at a train is not just extremely stupid but extremely dangerous. It can cause a crash which could prove fatal to train drivers, passengers and passers-by too."

www.gov.uk/government/news/tough-new-penalties-for-misuse-of-lasers

www.gov.uk/government/news/government-to-clamp-down-on-unsafe-lasers

www.balpa.org/Media-Centre/Press-Releases/Pilots-welcome-more-good-news-on-lasers-from-Gover

www.aslef.org.uk/article.php?group_id=6041

Factory output at a 10-year high

Manufacturing output continued its expansion in the second half of 2017 and was at its highest level for 10 years, official figures show.

In the three months to November, factory output increased by 1.4% on the previous three-month period ending August.

All but one out of the 13 subsectors posted increases including a 5.6% increase in other machinery and 2.1% in transport equipment. The subsector to show a decrease was textiles and clothing where output was down by 5.9%.

Factory output was up 3.9% on the same period a year ago.

The more volatile monthly figures show a 0.4% increase in manufacturing output in November compared with the previous month, while on the same month a year ago the increase was 3.5%.

The production industries (mining and utilities as well as manufacturing) saw output increase by 1.2% in the three-month period ending November compared with previous three-month period and by 3.3% on the same period a year ago.

In November, the monthly increases for production were 0.4% on previous month and 2.5% on the same month 2016.

www.ons.gov.uk/releases/ukindexofproductionnovember2017

Divest from carbon — UNISON guide

A campaign to encourage local government pension funds to divest from carbon has been launched by the public services union UNISON.

The union has published a step-by-step guide designed to help members of local government pension schemes push for changes in the investment of their funds. The aim is to explore alternative investment opportunities, allowing schemes to sell their shares and bonds in fossil fuels and to go carbon-free.

Local government pension funds — divest from carbon campaign: a UNISON guide was written in collaboration with ShareAction — a registered charity that promotes responsible investment practices by pension providers and fund managers.

The campaign stems from its annual conference last year, when UNISON made the decision to campaign for divestment from these companies because of the devastating consequences that a changing climate will have on people, societies and ecosystems.

Figures published last year show that £16 billion was invested in the fossil fuel industry by local government pension funds.

In addition to the threat of climate change, the UNISON campaign highlights other reasons why continued investment in carbon threatens the value of pension funds. For example, new government regulations for fossil fuels have raised the costs of high-polluting industries and reduced their investment appeal. Equally, emerging clean and green technology has created new and lucrative business opportunities for funds.

With five million members of local government pension schemes, and over 13,000 different employers paying into them, the campaign is sure to resonate with a wide audience and is in a strong position to influence the pensions agenda.

UNISON general secretary Dave Prentis in his foreword to the guide said: "We need to remember that while climate change presents real risks to our pension funds, it also presents new business opportunities in the form of developing alternative energy supplies, for example."

www.unison.org.uk/news/press-release/2018/01/unison-launches-campaign-divest-pensions-carbon/

www.unison.org.uk/content/uploads/2018/01/Divest-from-carbon-campaign.pdf

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