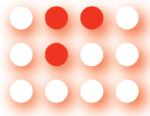


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Rise in numbers working from home

There has been a marked increase in the number of employees who say they usually work for home, a TUC analysis shows.

The study shows that nearly a quarter of a million (241,000) more people work from home than 10 years ago – that's a rise of a fifth (19%) over the period.

The biggest growth in regular home working has been among women employees, with 35% (157,000) more working from home in 2015 than in 2005. Numbers have risen to 609,000 from 452,000.

However, men still account for the majority of homeworkers, with 912,000 regularly working from home in 2015, compared to 815,000 in 2005 – a 97,000 or 11.9% rise.

Older employees are more likely to work from home, with 454,000 in their forties and 414,000 in their fifties homeworking in 2015.

IT, agriculture and construction are the industries with the highest shares of home workers.

However, despite the increase in homeworking over the past decade, employers are not keeping up with demand.

Government research shows that another four million UK workers would like to work from home for at least some of their working week, but are not given the chance.

The benefits of homeworking, provided it is properly managed can include saving time and money on costly commutes. The increased flexibility it provides gives people more control over their working time, as well as making it easier to balance work with caring responsibilities and the school run.

Homeworking is also an important way for disabled people to access the labour market. Around 160,000 people with a disability currently work from home.

Phil Flaxton, chief executive of WorkWiseUK, which organises National Work From Home Day, said: "Cultural, economic and social changes are affecting attitudes to how we balance or mix work and lifestyle, where increasing mobility and technology is shifting the acceptance or need for traditional office based, 9-5 work patterns, to be replaced by more home-based, flexible ways and periods of work."

Enlightened employers recognise that by "changing outdated working practices and implementing a Smarter Working strategy, such as homeworking, provides them with an opportunity to set a road map for real work force transformation, creating benefits for their employees, themselves as well as contributing to the growth of the UK economy."

LABOUR RESEARCH DEPARTMENT

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TUC general secretary Frances O'Grady urged "employers to look at the value [homeworking] can bring to their business and their workforce".

<https://www.tuc.org.uk/workplace-issues/home-working-fifth-over-last-decade-tuc-analysis-reveals>

Economic growth for start of year confirmed

The Office for National Statistics has confirmed that economic growth in the first quarter of the year was 0.4%.

The quarter-on-quarter growth in gross domestic product (GDP) was the 13th consecutive quarter of positive growth since the first quarter of 2013.

GDP was 2.0% higher than the same period a year ago – a revision downwards of 0.1%.

Production output decreased by 0.4% in first quarter of 2016 compared with final quarter of 2015, unrevised from the previously published estimate.

Within the production sub-industries, output from mining and quarrying, including oil and gas extraction, decreased by 2.3%; manufacturing (the largest component of production) decreased by 0.4%, while the electricity, gas, steam and air conditioning supply industries increased by 0.4%. Water supply and sewerage increased by 2.3%

Production output increased by 0.1% on the same quarter 2015, but manufacturing fell by 1.3%.

Services, which now accounts for almost 80% of the economy, grew by 0.6% in the first quarter on the previous quarter and by 2.7% on a year ago.

www.ons.gov.uk/economy/grossdomesticproductgdp/bulletins/secondestimateofgdp/quarter1jantomar2016

Remuneration for two totals over £55 million

Hansteen may not be a household name, but two directors of the property investment group had a very successful 2015 on the remuneration front.

Joint chief executives Ian Watson and Morgan Jones each had remuneration packages worth around £27.82 million in 2015, although Watson's was £3,000 bigger than Jones'.

The huge boost to their packages came through the group's long-term founder's share incentive scheme.

Sir Andrew Witty, chief executive of drugs group GlaxoSmithKline (GSK), takes third spot with £6.66 million.

Andi Case, chief executive of shipping service group Clarksons, is just below the £5 million a year mark on £4.98 million.

Ben van Beurden, chief executive of oil multinational Shell, completes the top quintet with a remuneration package of £4.05million.

Year-on-year comparisons can be made for 36 of the 40 executives and 20 saw their remuneration package grow last year. Ten executives received increases in their packages of 11.9% or more at a time when average earnings in the economy as a whole were rising by between 1.6% and 2.2%, depending on the company's financial year end.

With rises of 2,415% and 2,408.5% it's no surprise that Hansteen's Jones and Watson top the increases by a long way.

Two executives at IT support and services group Computacenter take the next two spots. A 98.5% increase for finance director Tony Canophy puts him on £1.69 million, while an 83.5% increase takes chief executive Mike Norris to £2.76 million

GSK's Witty, with a 70.7% increase, completes the top quintet.

Rob Roger of Spire saw his package shrink by 82.4% to £1.1 million, as his long-term share awards were less in 2015 than the year before. Nevertheless, he still receives the equivalent of £194,150 a week.

The total remuneration figure given in the table includes: basic salary, cash bonus, long-term share bonuses, golden hello, golden handshake, 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. It does not include dividends received from their shareholdings in their company.

Vince Cable, the former business secretary in the coalition, said the Conservative government should require companies to consult their workforces on pay packages. He pointed out that differentials still seem to be widening between executive and average and so it may be time to look at pay ratios

and making it obligatory to consult the workforce on pay policy.

Euro 2016 advice

The employment relations service Acas has urged employers to be flexible with staffing during the Euro 2016 football tournament, which begins on 10 June.

Acas said employees and employers should discuss time off well in advance. Another possible option is to have a more flexible working day, with staff starting work later or finishing early and then agreeing when this time can be made up.

Employers could also allow staff to take a break during match times, it was suggested.

The tournament will probably see a rise in the use of social media. Employers should have a clear policy regarding web use in the workplace and the policy should be made known to all employees.

Some people may like to participate in a drink or two while watching the match or even may go to the pub to watch a match live. However, there may be a clear "no alcohol" policy at work and employees may need a reminder.

www.acas.org.uk/index.aspx?articleid=5746

Planes, trains and drones and lasers

The government and the CAA aviation regulator have been urged to protect the public with comprehensive regulation of drones.

Prospect, the union representing 5,000 members in the aviation industry, says the risks of unmanned aerial vehicles (UAVs) or drones are not fully understood, but will become real when the commercial use of drones becomes widespread.

The union's aviation group has published a position paper on this new industry, detailing members' concerns and calling for a review of drone regulation in a number of areas:

- the integration of commercial UAVs within controlled airspace;
- "pilot" training and licensing; and
- UAV airworthiness and certification.

A *Modern Transport Bill*, which will encourage the economic development of the drone industry through "light touch" regulation, was announced in the Queens Speech last month.

Executive	Company (financial year end)	Total remuneration (£000)	% change
Ian Watson	Hansteen (12.15)	27,819	2,408.5
Morgan Jones	Hansteen (12.15)	27,816	2,415.0
Sir Andrew Witty	GSK (12.15)	6,661	70.7
Andi Case	Clarksons (12.15)	4,972	0.0
Ben van Beurden	Shell (12.15)	4,049	-79.2
Ian Hawksworth	Capital & Counties (12.15)	3,275	-3.6
Simon Henry	Shell (12.15)	3,171	-39.4
Simon Dingemans	GSK (12.15)	3,166	70.5
Simon Litherland	Britvic (9.15)	2,959	50.6
Gary Yardley	Capital & Counties (12.15)	2,867	-4.1
Mike Norris	Computacenter (12.15)	2,764	83.5
John Burns	Derwent London (12.15)	2,675	1.0
Colin Day	Essentra (12.15)	2,602	-54.0
Mike McCollum	Dignity (12.15)	2,453	1.1
Soumen Das	Capital & Counties (12.15)	2,421	3.2
Simon Silver	Derwent London (12.15)	2,294	0.9
Gavin Slark	Grafton (12.15)	2,270	-26.3
Bill Oliver	St Modwen (11.15)	2,227	-27.8
Andrew Cunningham	Grainger (9.15)	2,192	-11.5
Stephen Carter	Informa (12.15)	2,033	13.3
John Gibney	Britvic (9.15)	1,819	5.5
Tony Canophy	Computacenter (12.15)	1,685	98.5
Danny Breithaupt	Restaurant Group (12.15)	1,624	n.a
Paul Williams	Derwent London (12.15)	1,580	0.0
Nigel George	Derwent London (12.15)	1,579	0.1
Damian Wisniewski	Derwent London (12.15)	1,577	0.1
Stephen Critoph	Restaurant Group (12.15)	1,551	-5.9
David Silverman	Derwent London (12.15)	1,549	0.8
Nick Jopling	Grainger (9.15)	1,472	8.6
Steve Burke	St Modwen (11.15)	1,460	-26.8
Jeff Woyda	Clarksons (12.15)	1,459	1.6
Andrew Davies	Dignity (12.15)	1,435	-6.9
Bob Murphy	Cobham (12.15)	1,373	14.8
Steve Whittern	Dignity (12.15)	1,318	11.9
Philip Bowcock	Cineworld (12.15)	1,273	n.a
Mook Greidinger	Cineworld (12.15)	1,213	n.a
Richard Portman	Dignity (12.15)	1,153	-10.6
Gareth Wright	Informa (12.15)	1,120	n.a
Rob Roger	Spire Healthcare (12.15)	1,096	-82.4
Mark Greenwood	Grainger (9.15)	1,031	-1.4

However, Prospect believes such regulation will not be adequate and puts commercial interests before public safety.

Steve Jary, Prospect's aviation group secretary, said: "It is only a matter of time before a drone collides with an airliner or suffers a mechanical failure and crashes to the ground.

"Both scenarios have obvious potential consequences. The government and the aviation industry must act now to assess these risks and then act to minimise them."

On the publication day of the union's position paper, the CAA reported on a category A "airprox" incident in March where a drone came within 100 feet of a Boeing 737 descending into Glasgow airport. The drone was at around 700 feet – almost twice the height allowed under existing rules.

Transport unions – pilots' union BALPA, general union Unite, Prospect and rail union RMT – are also concerned about the rising number of incidents of the use of lasers over UK airspace and on its roads and railways.

The CAA received 1,439 reports of lasers being shone at aircraft in 2015. A further 91 incidents were reported by National Police Air Service, making a total of 1,530 incidents. The 2015 total represented a 3.2% increase on the combined total of 1,482 incidents reported in 2014.

BALPA said the increasing power of lasers raised the possibility of a serious accident and called for the government to classify lasers as offensive weapons. General secretary Jim McAuslan said that this would give the police more power to arrest people in possession of the dangerous devices instead of waiting for a potentially fatal accident to happen.

Unite's view on lasers is that any actions that distract an HGV driver could have catastrophic results for the driver and other road users.

Meanwhile, RMT has warned of a growing threat of lasers being shone into the eyes of train drivers. It points out that train drivers, unlike pilots, are driving alone and have no back-up.

www.prospect.org.uk/news/id/2016/May/27/Prospect-calls-tighter-regulation-drones
www.bbc.co.uk/news/technology-36212086

Equal pay progress at Scottish council

A breakthrough has been achieved by the GMB general union with North Lanarkshire Council over equal pay.

The GMB has backed hundreds of low-paid women across services like home care, cleaning and janitorial staff, in their fight for equal pay justice.

Hazel Nolan, GMB Scotland organiser, said: "A recent change in leadership at the council prompted fresh negotiations and improved settlement offers subsequently followed, meaning ... members can now look forward to significant equal pay awards.

The union's Equal Pay Now! campaign was organised after women members were forced into a protracted dispute with the council's previous leadership over pay disparities with their male counterparts.

"The new council leadership immediately recognised the need to resolve this inequality and their willingness to work with GMB Scotland in negotiating a proper settlement means our members are at last getting justice," Nolan said

www.gmb.org.uk/newsroom/equal-pay-north-lanarkshire

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