FACT SERVICE

89 Dementia in workplace
Thirty execs rake in £70 million

90 Deaths after Johnson's fire service cuts

91 Value of inward M&A hits seven-year high
UK factory output 'recovers'

92 Climbdown on police spying on unions

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# Dementia in workplace

The Scottish Trades Union Congress (STUC) is to work with Age Scotland to raise awareness of dementia in the workplace.

They are concerned that while employees with dementia can be supported to remain at work for as long as they can, currently many are given little option but to leave their employment.

A guide for trade union workplace reps has been produced to help tackle the problem. It will enable union reps and others to know the signs and symptoms of dementia and therefore better able to support work colleagues who have to cope with receiving a diagnosis and the impact it has on their employment.

The STUC and Age Scotland are to also build on pioneering research that the University of West of Scotland and Heriot Watt University have undertaken for the Alzheimer's Society. This major study looks into the impact of dementia on employees and support employers provide.

STUC assistant general secretary Ian Tasker said: “It should not be any more difficult to make reasonable adjustments to accommodate workers diagnosed with dementia than any other long-term condition and trade unions have a role to play in ensuring employers do not run away from their legal requirements to make reasonable workplace adjustments to allow workers to continue in work as long as possible.”

Brian Sloan, chief executive of Age Scotland, said: “It is important people with dementia can be supported at work for as long as they can and want to be, but too often this has not been case.

"However, many employers have also successfully supported people with dementia at work and through our dialogue with organisations like the Federation of Small Businesses Scotland and Healthy Working Lives we will provide more information and advice to employers on how better to support people with dementia.”

http://thirdforcenews.org.uk/tfn-news/new-project-will-work-to-end-stigma-in-work-places

# Thirty execs rake in £70 million

Thirty top executives whose annual remuneration package is over £1 million feature in the table.

The remuneration bill for the 30 comes to £69.69 million – an average package of £2.32 million

Willie Walsh, chief executive of International Airlines Group (IAG), owners of British Airways, takes top spot with a £6.46 million package in the year

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to December 2015. His annual package equates to £124,135 a week.

Private equity firm 3i gave its chief executive Simon Borrows a £5.82 million package in the year to March 2016. His weekly earnings works out at £111,942.

Lord Wolfson heads retailer Next, with a £4.76 million package as compensation. Last year, Wolfson said that his staff who were on the minimum wage had enough to live on. On £91,615 a week, it's hoped he can say the same for himself.

Dave Lewis took on the chief executive's role at supermarket group Tesco in September 2014. In his first full financial year at the helm, his package came to £4.63 million or £89,077 a week.

Richard Solomons, chief executive of Intercontinental Hotels Group (IHG), completes the top five with an annual package of £3.2 million or £61,519 a week.

Year-on-year comparisons can be made for 21 of the 30 executives and 10 saw their remuneration package grow last year. Nine executives received increases in their packages of at least 17.0% at a time when average earnings in the economy as a whole were rising by between 1.3% and 2.7%.

Karen Witts, chief financial officer of DIY retail group Kingfisher, saw her package grow by 69.6% to £1.44 million or £27,596 a week. The rise came on the back of a 2015-16 bonus of £760,100.

Two Intu Properties executive take the next spots. Matthew Roberts, chief financial officer, received a 45.6% increase in his package, while chief executive David Fischel got a 43.2% rise. Roberts' rise takes him to £1.28 million or £24,558 a week and Fischel's to £1.65 million or £31,788.

Bob Mackenzie, executive chair of breakdown service group AA, got a 39.8% rise taking him to £1.56 million or £29,942 a week.

Peter Cowgill, executive chair of sports retailer JD sports, completes the top five rises with a 39.8% rise to £2.73 million or £52,462 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.

| Executive | Company (financial year end) | Total remuneration (£000) | % change |
|---|---|---|---|
| Willie Walsh | IAG (12.15) | 6,455 | 1.0 |
| Simon Borrows | 3i (3.16) | 5,821 | -29.7 |
| Lord Wolfson | Next (1.16) | 4,764 | 2.2 |
| Dave Lewis | Tesco (2.16) | 4,632 | n.a |
| Richard Solomons | IHG (12.15) | 3,199 | -51.6 |
| Julia Wilson | 3i (3.16) | 2,772 | -21.8 |
| Peter Cowgill | JD Sports (1.16) | 2,728 | 39.8 |
| Enrique Dupuy de Lôme | IAG (12.15) | 2,614 | 2.8 |
| Alan Stewart | Tesco (2.16) | 2,592 | n.a |
| Andy Harrison | Whitbread (2.16) | 2,423 | n.a |
| David Potts | Wm Morrison (1.16) | 2,252 | n.a |
| Christopher Rogers | Whitbread (2.16) | 2,068 | -39.7 |
| Véronique Laury | Kingfisher (1.16) | 1,983 | n.a |
| Nicholas Cadbury | Whitbread (2.16) | 1,849 | -13.4 |
| Tracy Robbins | IHG (12.15) | 1,832 | -12.3 |
| André Lacroix | Intertek (12.15) | 1,824 | n.a |
| David Fischel | Intu (12.15) | 1,653 | 43.2 |
| Paul Edgeciffe-Johnson | IHG (12.15) | 1,647 | 1.7 |
| Lance Batchelor | Saga (1.16) | 1,600 | n.a |
| Bob Mackenzie | AA (1.16) | 1,557 | 39.9 |
| John Walden | Home Retail (2.16) | 1,548 | n.a |
| Trevor Strain | Wm Morrison (1.16) | 1,449 | 17.0 |
| Karen Witts | Kingfisher (1.16) | 1,435 | 69.6 |
| Jane Shields | Next (1.16) | 1,428 | -23.8 |
| Michael Law | Next (1.16) | 1,419 | -24.2 |
| Matthew Roberts | Intu (12.15) | 1,277 | 45.6 |
| Edward Leigh | Intertek (12.15) | 1,264 | n.a |
| Louise Smalley | Whitbread (2.16) | 1,258 | -15.7 |
| Stephen Stone | Crest Nicholson (10.15) | 1,223 | -6.9 |
| Richard Ashton | Home Retail (2.16) | 1,122 | -58.5 |

# Deaths after Johnson's fire service cuts

London residents have died as a result of fire station closures imposed by Boris Johnson in his time as mayor.

The London Fire Brigade (LFB) is failing to meet response time targets to more than half of all emergencies in the areas where 10 fire stations were closed in 2014, new research shows.

There have been a string of high profile fire deaths over the past year where because of Johnson's cuts fire crews failed to meet their target attendance time.

An analysis published by Lancaster University found around 50% of all call outs in the areas where the stations closed did not meet the six minute response time target for the first fire engine to arrive.

The Fire Brigades Union said the findings were outrageous but foreseeable. The union had warned Johnson about the risks of closing the stations at the time.

The news comes as it was revealed there have been two more fatal fires at incidents in the capital where fires crews missed their target attendance time making a total of eight deaths since the fire stations closed.

Response times recently breached in Hackney and Wandsworth have resulted in fatalities. In Hackney, a 30-year old man died after it took crews more than 10 minutes to reach the scene. In Wandsworth, a man died in a blaze at his home after it took more than seven minutes for crews to arrive.

Statistician Dr Benjamin Taylor, who analysed data from call outs to over 24,000 fires in the capital, said: "Two years on, my analysis would suggest that the impact of the closures may be more substantial than the London Fire Brigade anticipated. In some areas before the closures, the average response time for the first fire engine was well under five minutes.

"Following the closures, the London Fire Brigade is only able to respond to around 50% of calls in these areas within its six-minute target. Some calls take up to 10 minutes to respond to.

"Even one minute extra can make all the difference to a fire victim's chances of survival."

Earlier this year, Johnson used his powers to overrule the democratic decision by the London Fire and Emergency Planning Authority, backed by a public consultation, not to scrap fire engines.

A consultation revealed that 70% of the 1,478 respondents supported fully-funded alternative proposals put forward by Andrew Dismore AM, which would have kept the 13 fire engines.

The plan would have made the required savings by changing the way some engines were crewed, allowing one crew to run different types of fire appliance to ensure all of the brigade's current engines were able to stay in service. Only 18% of respondents were in favour of scrapping the fire engines.

www.fbu.org.uk/news/2016/05/24/two-more-fatal-fires-linked-response-time-chaos-new-report-savages-london-station

www.fbu.org.uk/news/2016/03/10/boris-johnson-labelled-disgrace-after-third-fatal-fire-he-pushes-through-further

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# Value of inward M&A hits seven-year high

Merge and acquisition (M&A) activity involving UK companies remains at low levels, official figures show. However, the quarterly value of activity in two sectors is the highest since the downturn in 2009.

The overall figures for the first quarter 2016 show there were 114 successful takeovers with a total value over £67 billion.

There were 29 completed acquisitions of UK companies by foreign companies (inward M&A) in first quarter of the year, down from 49 in the fourth quarter 2015.

However, the total value of first quarter transactions the value of these transactions was £49.4 billion, the highest value recorded since the second quarter 2007.

The major factor in the boost in value was the £35 billion acquisition of utility group BG by Royal Dutch Shell.

There were a further 10 deals worth over £100 million in the quarter.

During the first quarter of the year, the number of successful takeovers and mergers of UK companies by other UK companies (domestic M&A) decreased to 57 from 79 in the final quarter of 2015.

Domestic M&A activity remains well below levels seen before the 2008 to 2009 economic downturn. Nevertheless, the value of domestic M&A at £11.6 billion in the first quarter of the year was the highest recorded since 2008.

The takeover of the Ulster television franchise owner, UTV, by ITV for £100 million was the biggest deal of the quarter.

There were 22 successful acquisitions made abroad by UK companies (outward M&A) in the first quarter of 2016 – down from the 51 reported in the final quarter of 2015 and the lowest number of outward M&A reported since the final quarter of December 2013.

However, the value of the first quarter 2016 transactions was more than double the figure for the end of last year — £6.1 billion against £3.1 billion.

One deal dominated the value total — the acquisition of a 55% majority stake in the Netherlands-based Acerta Pharma by drugs multinational AstraZeneca for £2.8 billion.

www.ons.gov.uk/businessindustryandtrade/changestobusiness/mergersandacquisitions/bulletins/mergersandacquisitionsinvolvingukcompanies/jantomar2016

# UK factory output 'recovers'

Manufacturing output staged a recovery in the latest three months, official figures show.

In the three months to April, factory output was up by just 0.1% on the previous three months. The rise may be small, but it follows falls in the previous three three-monthly periods

Rises in six of the 13 subsectors included one of 6.1% in pharmaceutical products and preparations.

Manufacturing output was down by 0.9% on the same period a year ago.

The more volatile monthly figures show that in April factory output was 2.3% up on the previous month.

The production industries comprise manufacturing, energy and utilities. In the three months to April, production is estimated to have risen by 0.7% on the previous three months.

Output was up by 0.5% on the same period a year ago.

The monthly figure showed a 1.6% increase on March 2016.

In first quarter of 2016 (January-March), production and manufacturing output remained below the levels of the first quarter 2008 by 10.0% and 6.9% respectively.

Water supply, sewerage and waste management was the only main sector within production to have surpassed its first quarter 2008 value by the first quarter of this year and it had done so by 11.7%.

www.ons.gov.uk/economy/economicoutputandproductivity/output/bulletins/indexofproduction/april2016

# Climbdown on police spying on unions

Unions have welcomed a government climbdown on the *Investigatory Powers Bill*, in response to a Labour Party amendment. A Tory minister conceded changes that will protect unions from police warrants to seize phone records or emails.

Paul Nowak, assistant general secretary of the TUC, said on the Touchstone blog that unions have raised concerns about many of the Bill's measures. But the idea that union activity on an issue could have been enough of a reason to issue a warrant for private data from union records, would send a chill down any union member's spine.

"It's very welcome that these proposals have sensibly been dropped," said Nowak.

"We have seen at first hand with union blacklisting how human rights can be abused and lives wrecked when authorities start amassing details on unions and their members."

http://touchstoneblog.org.uk/2016/06/government-drops-law-letting-police-spy-unions/



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