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Annual Subscription £90.05 (£76.00 for LRD affiliates)

Volume 79, Issue 23, 8 June 2017

## Gig economy staff want work, any work

Many employees working in the gig economy are desperate for any work rather than actively choosing this form of employment, according to research seen by *HR* magazine.

The *Crowd work in Europe* report, from the University of Hertfordshire, the Foundation for European Progressive Studies, and UNI Europa, surveyed 2,238 British workers and 8,421 from other European countries. It defined crowd work as paid work organised through an online platform.

The report found that 93% of those doing crowd work at least weekly are using a job board to search for another position, along with 88% of those who crowd work occasionally. This compares with just 39% of those who do not do gig work.

The research found that crowd workers tend to offer their services indiscriminately. When asked to name which of three broad types of crowd work they were looking for (driving work, work that could be done from home, or work that had to be carried out on customers' premises) the majority named more than one.

Co-author of the report Ursula Huws, professor of labour and globalisation at the University of Hert-

fordshire, told *HR* magazine that crowd workers are often scrabbling together an income from any jobs they can find, as opposed to pursuing an active career choice. "These people are often desperate for work – to the extent they will do tasks they know to be risky because they need that money," she said.

Dangerous working conditions might include people hired to assemble furniture, remove garden waste, repair household items, or perform heavy lifting, said Huws. If these activities were conducted within a legally-constituted employment relationship, the employer would have a duty of care in relation to risk assessments, the provision and use of work equipment or personal protective equipment.

[www.hrmagazine.co.uk/article-details/gig-economy-workers-do-so-out-of-necessity](http://www.hrmagazine.co.uk/article-details/gig-economy-workers-do-so-out-of-necessity)

## Sorrell to top executive pay list again?

Thirty-three top executives, who received at least £1 million in their remuneration package last year, feature in the table on page 90.

The 33 are all executives of companies quoted on the London Stock Exchange's FTSE 350 index and they received £120.75 million in total last year – that equates to an average package of £3.66 million.

Sir Martin Sorrell, chief executive of PR and advertising group WPP, regularly tops the UK executive

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Published weekly by LRD Publications Ltd, 78 Blackfriars Road, London SE1 8HF. 020 7928 3649 [www.lrd.org.uk](http://www.lrd.org.uk)

pay charts and 2016 looks like it will be no exception. His remuneration package last year came to £48.15 million or £925,920 a week. No need for him to buy a Lottery scratch card – he wins every week.

The package did, however, draw the annual criticism from some WPP shareholders. More than a fifth of WPP investors voted against Sorrell's package at the group's annual general meeting.

Nevertheless, only 21.3% of shareholders either voted against his pay or abstained, the lowest level of unrest over Sorrell's pay since 2010.

And the vote against Sorrell's pay was, like his remuneration package down on the year before when a third (34%) voted against the £70.4 million he received in 2015, one of the biggest pay deals in UK corporate history.

Second spot is taken by WPP's finance director Paul Richardson, whose £9.32 million package equates to £179,130 a week.

Third spot goes to Dave Lewis, chief executive of troubled supermarket group Tesco, whose package also came in for shareholder criticism. His package in the year ending February 2017 came to £4.15 million or £79,750 a week. Tesco was criticised by the Pensions & Investment Research Consultants (Pirc) over the £142,000 it paid Lewis in relocation costs to cover stamp duty and legal fees in his move closer to Tesco's HQ in Welwyn Garden City.

Pirc also criticised as excessive the long-term incentive plan awarded to Lewis during the year, worth more than 200% of his salary.

Year-on-year comparisons could be made for 26 out of the 33 executives and 13 saw their packages grow over the last two financial years. The increases were for 2.0% or more at a time when growth in average weekly earnings in the whole economy was running at only 1.9%; and seven of the increases were for 18.1% or more – nine-and-a-half times the rise in average earnings.

Tim Cobbold, chief executive of global business-to-business events organiser UBM, saw his package grow by 110.2% to £3.35 million, which equates to £64,370 a week. The rise came on the back of a £1.7 million long-term bonus paid in 2016 when none was paid the year before.

Trevor Strain, chief financial officer at supermarket group Morrison's, saw his package grow by 85.0%

to £2.68 million or £51,560 a week. Once again the rise came on the back of a big long-term bonus paid in the last financial year when none was paid the year before.

Third spot is taken by John Phizackerley, chief executive of money brokers TP ICAP. Phiz, as he is known in the City, received a 50.3% rise to £3.38 million or £65,020 a week. The fizz in his package came as a result of a big boost to his annual bonus.

Executive	Company (financial year ending)	Total remuneration (£000)	% change
Sir Martin Sorrell	WPP (12.16)	48,148	-31.6
Paul Richardson	WPP (12.16)	9,315	-19.1
Dave Lewis	Tesco (2.17)	4,147	-10.5
Lynn Fordham	SVG Capital (12.16)	3,774	n.a
John Phizackerley	TP ICAP (12.16)	3,381	50.3
Tim Cobbold	UBM (12.16)	3,347	110.2
Mark Dixon	IWG (12.16)	2,908	47.7
Aidan Heavey	Tullow Oil (12.16)	2,893	2.0
David Potts	Wm Morrison (1.17)	2,794	n.a
Trevor Strain	Wm Morrison (1.17)	2,681	85.0
Alison Brittain	Whitbread (2.17)	2,509	n.a
John Carter	Travis Perkins (12.16)	2,499	5.9
Alan Stewart	Tesco (2.17)	2,236	-13.7
Lance Batchelor	Saga (1.17)	2,202	37.6
Steve Ingham	Page Group (12.16)	2,014	-2.9
Tony Buffin	Travis Perkins (12.16)	1,851	-25.5
Lord Wolfson	Next (1.17)	1,842	-57.1
Dominik de Daniel	IWG (12.16)	1,792	n.a
Véronique Laury	Kingfisher (1.17)	1,732	-12.7
Ian Springett	Tullow Oil (12.16)	1,713	2.2
Nick Anderson	Spirax-Sarco (12.16)	1,611	35.3
Angus McCoss	Tullow Oil (12.16)	1,609	2.0
Paul McDade	Tullow Oil (12.16)	1,608	2.0
Karen Witts	Kingfisher (1.17)	1,500	4.5
Nicholas Cadbury	Whitbread (2.17)	1,487	-13.4
Alex Chesterman	Zoopla (12.16)	1,264	18.1
Calum MacLean	Synthomer (12.16)	1,218	n.a
Rakesh Sharma	Ultra Elec (12.16)	1,194	-0.3
Richard Smith	UNITE Group (12.16)	1,191	-13.4
Joe Lister	UNITE Group (12.16)	1,183	-22.0
Richard Simpson	UNITE Group (12.16)	1,087	-20.5
Keith Cochrane	Weir Group (12.16)	1,013	n.a
Marina Wyatt	UBM (12.16)	1,010	n.a

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

[www.theguardian.com/business/2017/jun/07/wpp-investors-sorrell-pay-package-advertising-agm](http://www.theguardian.com/business/2017/jun/07/wpp-investors-sorrell-pay-package-advertising-agm)

<https://www.retail-week.com/sectors/grocery/tesco-faces-investor-revolt-over-lewis-relocation-deal/7021548.article>

## Ethnic minorities stuck in insecure work

Black, Asian and minority ethnic people are over a third more likely than white people to be stuck in temporary or zero-hours work, according to a TUC report.

The study found that one in 13 Black, Asian and minority ethnic (BAME) employees are in insecure jobs, compared to one in 20 white employees.

There are over three million BAME employees in the UK, and nearly a quarter of a million (240,835) are in zero-hours or temporary work.

Black workers in particular face insecurity at work, and are more than twice as likely as white workers to be in temporary and zero-hours work. One in eight black workers are in these forms of work, compared to one in 20 for white workers.

The report also finds that between 2011 and 2016, the number of black workers on temporary contracts shot up by 58% from 44,013 workers to 69,365 – that's over seven times the increase for white workers (8%), whose numbers rose from 758,823 to 818,815.

Black women have been the worst affected, with 82% more now in temporary jobs than in 2011, compared to a 37% increase for black men.

The findings led the TUC to call on the next government to:

- ban mandatory zero-hours contracts, so that guaranteed hours are offered to all workers;
- give everyone the same rights as an employee, unless the employer can show that they are genuinely self-employed;
- give all workers to a right to a written statement

of terms, conditions and working hours, from day one;

- end the pay penalty for agency workers, so that they get the going rate for the job;
- require employers to publish ethnic monitoring reports on recruitment, pay, and employment type;
- abolish employment tribunal fees; and
- allow trade unions access to all workplaces to help improve pay and conditions.

TUC general secretary Frances O'Grady said: "Black, Asian and ethnic minority workers are being forced into low-paid, insecure work. And it's getting worse.

"This problem isn't simply going to disappear. Dealing with insecure work has to be top of the list for the next government. And we need a real national strategy to confront racism in the labour market."

[www.tuc.org.uk/sites/default/files/Insecure%20work%20and%20ethnicity\\_0.pdf](http://www.tuc.org.uk/sites/default/files/Insecure%20work%20and%20ethnicity_0.pdf)

## Possible strike action at Bank of England

Staff at the Bank of England have begun voting on whether to hold a strike this year in protest at below-inflation pay rises, union sources told Reuters.

The Unite general union is consulting members on whether to take industrial action at the Bank, which employs around 3,600 people, after they were awarded a 1 % pay rise for this year.

The union, which represents workers in security, catering, legal, HR and other services at the Bank of England (BoE), said the pay offer was "derisory" and the second year in a row that employees have faced a pay offer that is lower than inflation, resulting in a fall in income in real terms.

Industrial disputes at the BoE are rare. In 1994, IT staff at the Bank were balloted for strike action after a pay dispute but voted against it.

"The Bank's disgraceful snub of low-paid staff stinks of arrogance and represents an organization thoroughly out of touch with the reality of the pressure staff face meeting their costs of living," said Unite regional officer Mercedes Sanchez.

Unite said some BoE staff earn less than £20,000 a year and imposing a 1% pay rise will potentially leave them and their families facing financial hardship.

Mark Carney, governor of the Bank of England, has received an annual salary of £480,000 since joining the Bank in 2013, as well as an annual accommodation allowance of £250,000. He has declined pay increases since joining.

The ballot will close on June 21.

<http://ca.reuters.com/article/businessNews/idCAKBN18S45G-OCABS?pageNumber=1&virtualBrandChannel=0>

## On-call care workers win rise for sleep-ins

The charity Mencap has agreed to pay care workers above the National Minimum Wage for sleep-ins, following a successful campaign by public services union UNISON.

Mencap has been in dispute with UNISON over its failure to pay care staff the minimum wage when providing on-call night care.

Carers working sleep-in shifts spend the night at either a care home or the home of someone requiring care. They are permitted to sleep during these shifts, but must respond to issues as they occur and are obliged to stay on the premises at all times.

Some carers had previously been paid a flat rate of £25 for a nine-hour sleep-in shift – which works out at just £2.80 an hour. Staff will now be paid an average of £7.50 an hour for every sleep-in they work from April 2017 onwards.

The changes follow representation by the union on behalf of staff in January 2017.

UNISON general secretary Dave Prentis said: "It's welcome that Mencap are now fulfilling their legal obligation to their employees and paying staff what they're owed.

"Care workers who provide round-the-clock care for the elderly and disabled should be paid at least the legal minimum.

"But more must still be done to ensure pay laws are properly enforced in social care."

[www.unison.org.uk/news/press-release/2017/06/mencap-to-pay-care-workers-minimum-wage-for-sleep-ins/](http://www.unison.org.uk/news/press-release/2017/06/mencap-to-pay-care-workers-minimum-wage-for-sleep-ins/)

## UK will see real decline in earnings

Real wages in the UK will fall by 1.2% in 2018, with nominal earnings growth of 1.5% outstripped by inflation of 2.7%, the OECD's latest *Economic Outlook* says.

The decline means that the UK real wage performance in 2018 will be equal worst in the OECD, with Finland (UK is marginally worse on an unrounded basis). Mexico and Italy are the only other countries expected to experience declines.

Across all OECD countries, the average real wage increase is expected to be 1.1%.

TUC general secretary Frances O'Grady said: "Boosting wages has to be a top priority for whoever gets the keys to Downing Street.

"British workers still haven't recovered from the last financial crisis. The last thing they can afford is another hit on their finances. Britain badly needs a pay rise."

The OECD is the intergovernmental think tank for the market economy.

<http://touchstoneblog.org.uk/2017/06/stop-press-oecd-now-say-2018-uk-real-wage-decline-will-joint-worst-advanced-economies/>

[www.tuc.org.uk/economic-issues/uk-workers-face-biggest-wage-fall-any-advanced-economy-2018-finds-oecd](http://www.tuc.org.uk/economic-issues/uk-workers-face-biggest-wage-fall-any-advanced-economy-2018-finds-oecd)

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