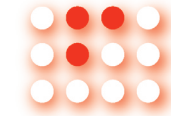


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## Forty executives pocket total of £90.7m

The company reporting season is already coming to an end for this year, but there are still some huge remuneration packages to top executive to reveal.

Forty executives feature in the table and the total paid to them comes to £90.7 million. That gives an average package of £2.27 million, which equates to £43,610 a week. The median package is lower at £1.64 million, but still works out at £31,570 a week.

The latest official figure for a full-time worker's weekly salary is £550, so the 40 received on average at least 57 times the average worker.

Vittorio Colao, chief executive of telecoms group Vodafone, is stepping down in October, but has no plans after that. He could easily just spend some time with the £7.98 million package he received last year that works out at £153,540 a week.

Andrew Tinkler has already departed from the boardroom of logistics group Stobart, but he was sacked. The former chief executive was dismissed with immediate effect earlier this month, having been accused of "subverting and disrupting the company in his own interests". Tinkler's 2017-18 package was worth £5.55 million as long-term bo-

nuses boosted his pay by over £4.8 million. On a weekly basis he received £106,820.

Another Vodafone executive – chief financial officer Nick Read – takes third spot with £4.5 million and is also to take over the chief executive role on Colao's departure. The £86,440 a week he receives at the moment will surely be boosted on his promotion.

David Squires, chief executive of aerospace and engineering group Senior, may appear at the bottom of this week's pile of executives, but his £1.01 million package still works out at £19,400 a week.

Year-on-year comparisons can be made for 32 of the 40 executives, but just 12 saw their packages grow last year.

Andrew Tinkler tops the increases as his package is almost six times his 2016-17 package.

Philip Bowcock, chief executive at bookmakers William Hill, takes second spot with a 118.3% rise pushing his 2017 package up through the £1 million a year barrier to £1.32 million or £25,450 a week.

The lowest increase was 9.4% at a time when average earnings for the UK economy as a whole were only rising by 3.0% at most.

Andrew Bonfield, chief financial officer at energy group National Grid, has left for a similar role at equipment group Caterpillar. His final full-year

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package at National Grid shrank in 2017-18 by 34.5% to £3.85 million on the back of smaller long-term bonuses, but that still means he was on £73,980 a week.

Executive	Company (financial year end)	Total remuneration (£000)	% change
Vittorio Colao	Vodafone (3.18)	7,984	26.1
Andrew Tinkler	Stobart Group (2.18)	5,554	484.0
Nick Read	Vodafone (3.18)	4,495	24.3
Miles Roberts	DS Smith (4.18)	4,045	-16.8
Andrew Bonfield	National Grid (3.18)	3,847	-34.5
Javed Ahmed	Tate & Lyle (3.18)	3,672	13.4
John Pettigrew	National Grid (3.18)	3,519	-23.9
Mike Coupe	J Sainsbury (3.18)	3,429	45.7
Michael Spencer	NEX (3.18)	3,330	-4.0
Dean Seavers	National Grid (3.18)	3,038	-5.6
Nick Hampton	Tate & Lyle (3.18)	2,776	-11.5
Alistair Philips-Davies	SSE (3.18)	2,693	-7.7
Pim Vervaat	RPC (3.18)	2,483	-6.9
John Rogers	J Sainsbury (3.18)	2,214	38.2
Adrian Marsh	DS Smith (4.18)	2,135	-4.6
Liv Garfield	Severn Trent (3.18)	2,084	-14.0
Steve Mogford	United Utilities (3.18)	2,075	-3.2
Gregor Alexander	SSE (3.18)	1,966	-9.1
Moya Greene	Royal Mail (3.18)	1,797	-5.5
Andy Golding	Onesavings Bank (12.17)	1,659	82.3
Jamie Hopkins	Workspace (3.18)	1,624	-26.4
John O'Higgins	Spectris (12.17)	1,611	16.1
Steve Wadey	Qinetiq (3.18)	1,522	-16.8
Simon Kesterton	RPC (3.18)	1,492	-10.3
Ken Pigaga	NEX (3.18)	1,462	n.a
Peter France	Rotork (12.17)	1,448	n.a
Kevin O'Byrne	J Sainsbury (3.18)	1,447	n.a
Ruth Prior	William Hill (12.17)	1,441	n.a
Philip Bowcock	William Hill (12.17)	1,323	118.3
Russ Houlden	United Utilities (3.18)	1,314	-3.2
Samantha Wren	NEX (3.18)	1,227	n.a
Richard Butcher	Stobart Group (2.18)	1,195	n.a
David Smith	Qinetiq (3.18)	1,153	n.a
Chris Louhglin	Pennon (3.18)	1,153	-4.8
April Talintyre	Onesavings Bank (12.17)	1,138	82.4
Danie Meintjes	Mediclinic (3.18)	1,126	9.4
James Bowling	Severn Trent (3.18)	1,117	-7.9
Graham Clemett	Workspace (3.18)	1,083	-24.6
Nicola Shaw	National Grid (3.18)	1,026	n.a
David Squires	Senior (12.17)	1,009	27.7

Golden handshakes – payments to departing directors – are a rarity nowadays. Nevertheless, after Peter France stood down as chief executive of valves group Rotork in July 2017 he pocketed a pay-off comprising various elements worth £767,000 in total. The lion's share – £525,000 – was payment in lieu of notice.

Earlier this year, France was appointed as a part-time, non-executive director at engineering group Spirax-Sarco.

*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, 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.

[www.theguardian.com/business/2018/jun/14/stobart-fires-former-boss-andrew-tinkler-from-its-board](http://www.theguardian.com/business/2018/jun/14/stobart-fires-former-boss-andrew-tinkler-from-its-board)

## Postal staff still suffer too many dog attacks

Postal staff deliver six days a week to around 30 million addresses across the UK and dog attacks are a significant hazard with over 44 postmen and women attacked each week across the UK, some leading to a permanent and disabling injury.

As Royal Mail launched its sixth annual Dog Awareness week, supported by the CWU communications workers' union, it revealed that 2,275 dog attacks took place against postmen and women across the UK in 2017-18.

It appealed to dog owners to ensure they understand the impact of dog attacks on postmen and women who are only doing their job. These attacks rise during the school holidays and in the summer months when parents and children are at home with dogs sometimes allowed unsupervised in the garden or out onto the streets without restraints.

"As usual, there will be posters going up in workplaces all around the UK, area safety reps will be visiting delivery offices and there will be publicity on display at enquiry offices giving advice and tips to members of the public," said CWU national health, safety and environment officer Dave Joyce.

While the overall number of UK attacks was down by 8% last year due to a greater understanding through our dog awareness campaigns, the 2,275 figure still remains unacceptably high and in some postcode area attacks are increasing. In the last year, 82% of attacks on postal workers happened at the front door or in the garden and Royal Mail appealed to all dog owners to think twice when the postperson calls.

The CWU estimates that, although the number of reported dog attacks is down, an estimated 1,000 attacks per year go unreported.

Joyce said that in order to address this under-reporting, another part of this year's campaign is to encourage outdoor delivery members and Parcelforce members to report all incidents with dogs – "because the next time it may not be a minor incident and could be serious".

Royal Mail's first priority as an employer is to ensure the welfare and safety of its staff who provide a valuable service to its customers across the length and breadth of the UK and in every community.

Tips for dog owners from the Royal Mail to help postal staff include:

- ensuring your dog is out of the way before the postman or woman arrives. Place your pet in the back garden or a faraway room;
- closing off the access from a back garden, in case your dog could get round to the front when the postie calls; and
- keeping your dog in another room before answering the door to receive or sign for an item.

[www.royalmail.com/personal/dog-awareness/](http://www.royalmail.com/personal/dog-awareness/)

## Tribunal ruling favours Hermes couriers

The legal decisions continue to stack up against gig economy companies that claim staff are "self-employed".

An employment tribunal has ruled that couriers working for delivery organisation Hermes are workers rather than independent contractors, which entitles them to employment rights, such as the National Minimum Wage and holiday pay.

The case was brought by the GMB general union on behalf of 65 couriers, although the decision is expected to impact on Hermes' wider network of

14,500 couriers who are engaged under the same contract.

There will be a further tribunal hearing to calculate the holiday pay, National Minimum Wage and any unlawful deductions that couriers should receive.

Tim Roache, general secretary of the GMB, said: "This is yet another ruling that shows the gig economy for what it is; old-fashioned exploitation under a shiny new façade. Bosses can't just pick and choose which laws to obey. Workers' [rights] were hard won; GMB isn't about to sit back and let them be eroded or removed by the latest loophole employers have come up with to make a few extra quid.

"Not only will this judgment directly affect more than 14,000 Hermes couriers across the country, it's another nail in the coffin of the exploitative bogus self-employment model which is increasingly rife across the UK. We urge Hermes to sit down with us and have a meaningful discussion."

[www.employeebenefits.co.uk/issues/june-2018/employment-tribunal-hermes-employment-status/](http://www.employeebenefits.co.uk/issues/june-2018/employment-tribunal-hermes-employment-status/)

## Advice and guidance on overtime from Acas

Employment relations service Acas has published updated guidance on overtime.

Overtime is usually classed as hours worked over an organisation's regular full time requirement. When a worker has fixed working hours, overtime would be any additional hours worked.

An employer may offer overtime to cope with an increase in demand for their products or services, for example, to satisfy a large customer order, or during staff shortages. It can be compulsory or voluntary. A recognised system of paid overtime is more common with hourly paid staff than salaried staff.

Whether a worker is required to work overtime depends on the employment contract. Details should be set out in their contract of employment or the staff handbook.

The guidance covers issues such as:

- is overtime compulsory or voluntary?
- is there a limit to how much overtime can be worked?
- pay when working overtime;
- overtime for part time workers; and
- the impact of overtime on holiday calculations.

On the final point, Acas reports that recent court decisions have indicated that all overtime worked should be included when calculating a worker's statutory holiday pay entitlement. The only exception to this is overtime that is worked on a genuinely occasional and infrequent basis.

These court decisions apply to the four weeks of annual leave which are required under European law. All workers in the UK must receive an additional 1.6 weeks of leave by law, and some receive more as part of their terms and conditions of employment. Many employers choose to apply the judgments to this extra annual leave. Doing this is not a legal requirement, but can help to keep their processes simple and understandable.

[www.acas.org.uk/index.aspx?articleid=4249](http://www.acas.org.uk/index.aspx?articleid=4249)

## Unacceptable level of destitution in UK

Around 1.5 million people were destitute in the UK at some point during 2017, according to poverty campaign group the Joseph Rowntree Foundation (JRF).

The JRF's definition of destitution is based on the views of the general public and experts and includes people who have lacked two or more of six essentials over the past month, because they cannot afford them:

- shelter – have slept rough for one or more nights;
- food – have had fewer than two meals a day for two or more days;
- heating their home – have been unable to do this for five or more days;
- lighting their home – have been unable to do this for five or more days;
- clothing and footwear – appropriate for weather;
- basic toiletries, such as soap, shampoo, toothpaste, toothbrush; or
- had an income that was so low, and no savings,

so that they would be likely to lack these essentials in the immediate future.

Key findings from the JRF report were that 365,000 children, experienced destitution during 2017.

Destitution typically happens when people have been trapped in sustained poverty and long-term hardship. And people are generally pushed from severe poverty into absolute destitution by a combination of factors: debt, benefit and health problems. Extremely low levels of benefits, especially for younger people, or no eligibility for benefits, for some migrants, also drive people into destitution.

Single men under 35 years old are at highest risk of destitution, while three-quarters of those in destitution were born in the UK.

Almost all people experiencing destitution live in rented, temporary or shared accommodation.

Homeowners and older people rarely experience destitution. The lack of low-cost rented housing and gaps between rent and housing benefit levels push people over the brink.

The JRF found that destitution is clustered in major northern cities and some London Boroughs.

And it warns that the high sanction rate within the Universal Credit system could lead to an increase in levels of destitution in the future.

The JRF said the government needs to: end the freeze on working-age benefits so they at least keep up with the cost of essentials and do not create destitution; change the use of sanctions within Universal Credit so that people are not left destitute by design; and review the total amount of debt that can be clawed back from people receiving benefits, so they can keep their heads above water.

[www.jrf.org.uk/report/destitution-uk-2018](http://www.jrf.org.uk/report/destitution-uk-2018)

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