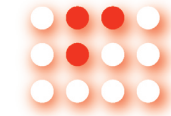


# FACT

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## Top executives scoop £70.73 million

The thirty-five top executives listed in the table on page 106 had a remuneration package of over £1 million in their firm's latest financial year.

The total remuneration received by the 35 came to £70.73 million – that's an average package of £2.02 million.

Vittorio Colao, chief executive of mobile telecoms group Vodafone, tops the list. His package, worth over £6 million in the year to March 2017, is the equivalent of £115,730 a week.

Two directors of energy group National Grid took the next spots. Finance director Andrew Bonfield was given a package worth £5.89 million – which equates to £113,290 a week – in the year to March. Meanwhile, chief executive John Pettigrew received £4.64 million or £89,150 a week.

Three directors of engineering group Rolls-Royce returned to the highly paid fold. Two of them – Colin Smith and David Smith – saw their pay pass back through £1 million barrier after a poor 2015 to £1.3 million (£24,900 a week) and £1.17 million (£22,480) respectively, while chief executive Warren East in his first full year as chief executive received £2.09 million in 2016 (£40,170 a week).

Year-on-year comparisons could be made for 26 out of the 35 executives and 18 saw their packages grow over the last two financial years. Seventeen of the increases were for 3.9% or more at a time when growth in average weekly earnings in the whole economy was running at 2.7% at the most; and 16 of the increases were for 10.4% or more – about four times the rise in average earnings.

In November 2016, the comparison website Go-compare.com with the very annoying adverts was demerged from insurance group esure.

Afterwards, as a result of a so-called Restructuring Alignment Plan the two executive directors received share awards worth £1.5 million to chief executive Stuart Vann and £1 million to chief finance officer Darren Ogden. These awards helped boost Vann's package by 282.7% to £2.89 million or £55,650 a week and Ogden's by 251.1% to £1.92 million – that's £36,920 a week.

John Pettigrew, as part of his promotion at National Grid in April 2016, received a 191.9% increase.

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.

**LABOUR RESEARCH DEPARTMENT**

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Executive	Company (financial year end)	Total remuneration (£000)	% change
Vittorio Colao	Vodafone (3.17)	6,018	15.2
Andrew Bonfield	National Grid (3.17)	5,891	80.4
John Pettigrew	National Grid (3.17)	4,636	191.9
Nick Read	Vodafone (3.17)	3,446	10.4
Steve Holliday	National Grid (3.17)	3,344	n.a
Dean Seavers	National Grid (3.17)	3,165	87.9
Stuart Vann	esure (12.16)	2,894	251.1
Mike Coupe	J Sainsbury (3.17)	2,349	-16.2
Steve Mogford	United Utilities (3.17)	2,310	-21.9
Warren East	Rolls-Royce (12.16)	2,089	n.a
Robert MacLeod	Johnson Matthey (3.17)	1,971	37.9
Darren Ogden	esure (12.16)	1,920	282.7
Moya Greene	Royal Mail (3.17)	1,880	23.0
Steve Wadey	Qinetiq (3.17)	1,819	n.a
Steve Rowe	Marks and Spencer (3.17)	1,642	63.2
John Rogers	J Sainsbury (3.17)	1,599	-10.6
Paul Waterman	Elementis (12.16)	1,465	n.a
Russ Houlden	United Utilities (3.17)	1,463	-7.7
Paul Moraviec	ConvaTec (12.16)	1,413	n.a
James Ward-Lilley	Vectura (12.16)	1,409	n.a
Angela Spindler	N Brown (2.17)	1,373	75.4
Gavin Patterson	BT (3.17)	1,345	-74.5
Mark Allen	Dairy Crest (3.17)	1,344	-6.6
Colin Smith	Rolls-Royce (12.16)	1,295	54.9
Tim O'Toole	FirstGroup (3.17)	1,260	1.4
Nicola Shaw	National Grid (3.17)	1,254	n.a
Helen Weir	Marks and Spencer (3.17)	1,253	-20.0
Matthew Lester	Royal Mail (3.17)	1,252	-2.0
François Wanecq	Vesuvius (12.16)	1,173	56.0
David Smith	Rolls-Royce (12.16)	1,169	57.8
Patrick Bousquet-Chavanne	Marks and Spencer (3.17)	1,164	3.9
David Mellors	Qinetiq (3.17)	1,064	n.a
John Walker	Johnson Matthey (3.17)	1,037	15.4
Chris Aspinwall	Fidessa (12.16)	1,012	17.8
Simon Lowth	BT (3.17)	1,010	n.a

## Postal staff suffer dog attacks every day

As part of Dog Awareness Week, Royal Mail has revealed that over the last five years there have been around 14,500 dog attacks on postmen and woman across the UK, with around 2,500 in the last year alone.

Dog Awareness Week aims to raise awareness of the issue of dog attacks on postmen and women and encourage responsible dog ownership.

The number of dog attacks on postmen and women has fallen on the previous year. This reduction in attacks is encouraging but it is still too high at 2,500 a year. On average there is still as many as seven attacks take place each day, some leading to a permanent and disabling injury.

Royal Mail and the CWU communications workers' union knows that most dogs are not inherently dangerous, however, even the most placid animal can attack if it feels its territory is being threatened. Nevertheless, every dog attack is one attack too many. Royal Mail's first priority as an employer is to ensure the welfare and safety of the workforce who provide a valuable service to customers across the length and breadth of the UK and in every community.

Royal Mail's research also shows that the number of attacks rises during the school holidays and in the summer months when parents and children are at home.

In the last year, 71% of dog attacks on postal workers have happened at the front door or in the front garden. At these times, dogs are more likely to be unsupervised in the garden or the dog is not kept under control when the postman or woman knocks on the door.

CWU national health and safety officer Dave Joyce said: "Seven postal workers attacked by dogs every day of the year is unacceptable and the whole idea of Dog Awareness Week is to highlight the problem and the repercussions for dog owners and the victims, many of whom are seriously injured."

[www.cwu.org/media/news/2017/july/03/14-500-attacks-on-postal-workers-over-the-last-five-years/](http://www.cwu.org/media/news/2017/july/03/14-500-attacks-on-postal-workers-over-the-last-five-years/)

## Economy grows but trade deficit widens

The latest estimates on the performance of the UK economy are little changed from earlier ones, official figures show.

The economy as measure by gross domestic product (GDP) was estimated to have increased by 0.2% between the final quarter of 2016 and the first quarter of this year, unrevised from the previous estimate published on 25 May 2017.

In the first quarter of 2017, all four sectors showed positive growth; agriculture increased by 0.1%, production increased by 0.1%, construction by 1.1% and services by 0.1%.

Within production, three of the four components increased between the fourth quarter of 2016 and the first quarter of 2017, resulting in a small positive growth in total production.

Within the production sub-industries, output from mining and quarrying (including oil and gas extraction) increased by 1.5%; manufacturing – the largest component of production – increased by 0.3% and water supply and sewerage increased by 1.0%.

However, higher than normal temperatures in February and March resulted in a 4.2% decrease in the electricity, gas, steam and air conditioning supply industries, according to the Office for National Statistics (ONS).

On another economic front, balance of payments data show the UK's total trade deficit widened to £8.8 billion in the first quarter of 2017 the following a sharp narrowing of the deficit in to £4.8 billion in the final quarter of 2016; the deterioration was due to a widening in the deficit on trade in goods and a narrowing in the surplus on trade in services.

This trade deficit fed into the UK's current account deficit which widened to £16.9 billion in the first quarter of the year against a deficit of £12.1 billion in the fourth quarter 2016, the ONS said.

<https://www.ons.gov.uk/economy/grossdomesticproductgdp/bulletins/quarterlynationalaccounts/jantomar2017>

<https://www.ons.gov.uk/economy/nationalaccounts/balanceofpayments/bulletins/balanceofpayments/jantomar2017>

## Another challenge to bogus self-employment

A legal challenge has been launched by the GMB general union against private hire firm Addison Lee seeking confirmation of their members' status as workers in another bogus self-employment case. The union has already been successful in challenge to hire firm Uber.

The test case brought by the GMB involves three Addison Lee drivers represented by lawyers Leigh Day.

The union says the drivers are workers and therefore entitled to the National Minimum Wage and holiday pay – benefits they are currently denied.

GMB legal director Maria Ludkin said: "Addison Lee is shirking its responsibilities through bogus self-employment.

"Addison Lee drivers work for Addison Lee and are entitled to the same basic rights and benefits as workers in other industries."

Liana Wood of Leigh Day said: "On behalf of our clients we will claim that Addison Lee is wrongly classifying its drivers as self-employed with the result that drivers are denied the rights and protections that they were lawfully intended them to have, including the right to not have their contracts terminated because they are members of a trade union.

The GMB and Leigh Day argue that Addison Lee exerts significant control over its drivers in order to provide a highly trained and vetted driving service to the public.

"If Addison Lee wishes to operate in this way, and to reap the substantial benefits, then it must acknowledge its responsibilities towards those drivers as workers," said Wood.

Addison Lee is now owned by private equity firm Carlyle, but its founder, John Griffin, gave £950,000 to the Conservative Party in the run-up to the June general election.

In addition, Addison Lee between 2009 and 2012 gave the Conservatives £255,000 in six donations and before that, in 2008, gave Tory Boris Johnson's London mayoral campaign £25,000.

[www.gmb.org.uk/newsroom/addison-lee-tribunal](http://www.gmb.org.uk/newsroom/addison-lee-tribunal)  
[www.electoralcommission.org.uk/](http://www.electoralcommission.org.uk/)

## Proposals on sentences for manslaughter

A consultation on proposals for how offenders convicted of manslaughter should be sentenced in England and Wales has been launched by the Sentencing Council.

It is the first time that comprehensive guidelines have been drawn up for these very serious and difficult cases, which could include an unintended death resulting from an assault or a workplace fatality caused by an employer's negligence.

Because of the serious nature of these offences, the wide range of offending covered, and the relative

infrequency with which these cases come before individual judges, the introduction of guidelines will be particularly useful in promoting consistency in sentencing and transparency in terms of how sentencing decisions are reached.

The draft guidelines cover four types of manslaughter, but the main work-related offence is gross negligence manslaughter.

In a work setting, it could cover employers who completely disregard the safety of employees. It could also arise in a medical setting when a practitioner falls far below the required standard in the treatment of a patient.

The proposed guidelines are based on an analysis of current sentencing practice, and in most areas, there are unlikely to be changes to sentence levels, but the council expects that in some gross negligence cases, sentences will increase.

The consultation runs until 10 October.

[www.sentencingcouncil.org.uk/news/item/new-sentencing-guidelines-proposed-for-manslaughter-offences/](http://www.sentencingcouncil.org.uk/news/item/new-sentencing-guidelines-proposed-for-manslaughter-offences/)  
[www.sentencingcouncil.org.uk/consultations/manslaughter-consultation/](http://www.sentencingcouncil.org.uk/consultations/manslaughter-consultation/)

## Few aware of right to unpaid parental leave

Nearly half of workers are not aware about the entitlement to unpaid parental leave, according to Crossland Solicitors.

Unpaid leave is available to any employee who has been with the same employer for a year or more so parents can take more time off to care for their child, in addition to their agreed annual holiday leave. It can be taken for up to four weeks a year,

in blocks of one week, to a maximum of 18 weeks for each child before they turn 18.

Crossland polled an equal split of 1,500 working fathers and mothers with children under 18 and who have been with the same employer for at least a year.

The main findings of the survey are:

- nearly half (45%) of workers aren't even aware of how many weeks they are entitled to take off each year under unpaid parental leave;
- half of fathers (49%) neither know about this employment right, nor how much time they are allowed off (52%) compared to 32% and 38% of mums; and
- more mothers (33%) than fathers (18%) have exercised their right to unpaid parental leave yet overall, take up of this entitlement remains low at just 25%. Interestingly, only 6% of working parents have taken shared parental leave.

A significant lack of awareness around unpaid leave means two out of five (41%) working mothers and fathers will be leaning on friends and family this summer for childcare cover, while a quarter (27%) will be spending up to £800 on holiday clubs, alone.

According to Crossland, the poor uptake in unpaid parental leave may not just be down to a lack of awareness. Nearly half of men (47%) and a third of women (31%) worry how taking unpaid leave to care for a child or a sick family member, for example, may impact their career.

And two in five (39%) are concerned that taking extra unpaid time off, in addition to other statutory leave allowances, will be perceived negatively by their employer and colleagues.

[www.crosslandsolicitors.com/site/hr-hub/unpaid-parental-leave-employee-ignorance-and-cost-to-parents](http://www.crosslandsolicitors.com/site/hr-hub/unpaid-parental-leave-employee-ignorance-and-cost-to-parents)

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