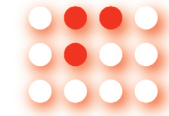


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Fat cats in banking

The City of London dominates new figures on pay in banking released by the European regulator.

More than 2,000 City financiers were paid at least £830,000 (€1 million) in 2013, according to the European Banking Authority (EBA); one was paid more than £15.3 million.

The EBA said more bankers in the UK received at least €1 million than in the rest of the EU combined.

The regulator's data from across the EU showed 3,178 bankers were paid more than €1 million, of whom 2,086 were based in the UK. The EU total had fallen from 3,530 in total in 2012, with 2,714 of them in Britain – although this was due in part to the pound having weakened against the euro, with UK bankers paid in sterling.

The average total remuneration of these 2,086 individuals in the UK was £1.67 million. And seven out of 10 or 1,470 of these individuals earned between £830,000 and £1.66 million (€1 million to €2 million).

At the other end of the scale, one individual earned £15.3 million (€18.39 million), another £11.02 million (€13.24 million), while another three individuals each earned an average of £10.4 million (ranked in the €12 million to €13 million range).

The data covers the last year before an EU cap was introduced, which has limited bonuses to at most double a banker's salary, if shareholders give specific approval. The ratio of bonuses to salaries in 2013 was 410% in the UK, while the average across the EU was 104%.

Figures in euros have been converted using the 31 December 2013 exchange rate of £1=€1.202.

www.eba.europa.eu/documents/10180/950548/Report+on+Benchmarking+of+Remuneration+and+on+High+Earners+2013.pdf

Number of zero-hours contracts rises

The number of people on zero-hours contracts has increased to almost three-quarters of a million over the past year, official figures show.

The latest estimate of the number of people who are employed on zero-hours contracts in their main employment, from the Labour Force Survey, is 744,000 for April to June 2015, representing 2.4% of people in employment.

This latest figure is higher than that for April to June 2014: 624,000 or 2.0% of people in employment. However, the Office for National Statistics (ONS) cautioned that it was not possible to say how much of this increase is due to greater rec-

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ognition of the term “zero-hours contracts” rather than new contracts.

A breakdown shows that people on zero-hours contracts are more likely to be women, in full-time education or in young or older age groups when compared with other people in employment.

For April to June 2015:

- women make up a larger proportion of those reporting working on zero-hours contracts (54%) compared with people not on “zero-hours contracts” (47%);
- people who report being on a zero-hours contract are more likely to be at the youngest or oldest ends of the age range. Around a third (34%) of people on zero-hours contracts” are aged 16 to 24 and 6% are aged 65 and over (compared with 12% and 4% respectively for other employed people); and
- a fifth (20%) of people on zero-hours contracts are in full-time education compared with 3% of other people in employment.

TUC general secretary Frances O’Grady said: “Zero-hours contracts are a stark reminder of Britain’s two-tier workforce. People employed on these contracts earn £300 a week less, on average, than workers in secure jobs.

She challenged government ministers or business leaders to try and survive on a low-paid zero-hours contract job, not knowing from one day to the next how much work they will have.

“Try telling zero-hours workers who have been turned down by mortgage lenders and landlords that they are getting a good deal,” she added.

Research published by the TUC shows that average weekly earnings for zero-hours workers are just £188, compared to £479 for permanent workers.

The TUC estimates that in addition to Britain’s zero-hours workforce there are another 820,000 UK employees who report being underemployed on between zero and 19 hours a week.

The ONS also produces estimates on the number of contracts that do not guarantee a minimum number of hours (NGHCs). These figures based on work carried out in the fortnight beginning 19 January 2015 show there were 1.5 million such contracts.

This latest estimate of total NGHCs where work was done in the reference period is some 91,000 higher than the 1.4 million estimate for January 2014, an increase of 6%.

As with the LFS figures, responses to the survey could be affected by changes in employers’ reporting behaviour.

The ONS produced an estimate of 1.8 million for the fortnight beginning 11 August 2014, but this does not imply a decrease is the number of NGHCs as the figures may reflect seasonal patterns.

www.ons.gov.uk/ons/dcp171776_415332.pdf

www.tuc.org.uk/economic-issues/zero-hours-contracts-sign-britain%E2%80%99s-two-tier-workforce-warns-tuc

Trade Union Bill comes under attack

Leading human rights groups have warned that the *Trade Union Bill* is “a major attack on civil liberties in the UK”.

In a joint statement, Liberty, Amnesty International and the British Institute of Human Rights said the bill “would hamper people’s basic rights to protest and shift even more power from the employee to the employer”.

The trio accused ministers of deliberately trying to put “more legal hurdles in the way of unions organising strike action” and said the Bill would undermine workers’ ability to organise together to protect jobs and livelihoods.

They expressed particular concerns over new plans for restricting picketing and monitoring the use of social media during strikes.

The government is consulting on making it compulsory for unions to submit what they are planning to write on Facebook, Twitter and on blogs during a strike two weeks in advance to employers, the police and regulators. If unions breach this rule they could be hit with fines of up to £20,000 for each failure to comply.

The human rights groups also hit out at proposals to make unions appoint picket line supervisors who must wear armbands and carry letters of authorisation at all times (which they must present to anyone who asks to see them). If unions fail to meet any of these checks they could be taken to court.

TUC general secretary Frances O’Grady said: “This is a welcome and significant intervention. The *Trade Union Bill* threatens the basic right to strike – a fundamental British liberty.

"Instead of trying to ram the Bill through parliament without proper scrutiny ... ministers need to take a step back, recognise that they were wrong, and drop these proposals."

The government consultation on three aspects of its proposals in the Bill – union picketing, the use of agency workers during strikes and which public services should be subject to its new 40% threshold – closed on 9 September.

In its responses to the consultation, the TUC said that voting thresholds "will make it far more difficult for millions of working people to organise collectively in defence of their jobs, their livelihoods and the quality of their working lives". And as such, "the legislation does not appear to comply with international law". The TUC also believes that the government's proposals for thresholds are discriminatory.

The right to picket and protest is a fundamental human right which is safeguarded by International Labour Organisation Convention 87 (Article 3), the European Social Charter (Article 6(4)) and the European Convention on Human Rights (Articles 10, 11 and 14), the TUC says.

Pickets and protests enable trade unions and their members to communicate the reasons and purposes of industrial action publicly, peacefully to persuade employees and substitute workers to support the industrial action and to mobilise support for their campaigns.

The TUC is also firmly opposed to the proposal that will permit employers to use agency workers to undermine the effectiveness of industrial action or even to break strikes. It is the TUC's opinion that this measure will breach international law.

The International Labour Organisation's Freedom of Association Committee has confirmed that "the hiring of workers to break a strike in a sector which cannot be regarded as an essential sector in the strict sense of the term ... constitutes a serious violation of freedom of association".

The TUC is also seriously concerned that the use of agency workers during industrial action will damage constructive employment relations and undermine workplace productivity. It will create unnecessary tensions between employers and their employees, making it more difficult to resolve disputes.

www.tuc.org.uk/union-issues/trade-union-bill/trade-union-bill-%E2%80%9Cmajor-attack-civil-liberties%E2%80%9D-human-rights-groups

www.tuc.org.uk/union-issues/trade-union-bill/tuc-responses-governments-trade-union-bill-consultation

Factory output weakening

Manufacturing output is weakening latest official figures show.

Factory output contracted by 0.8% in the three-month period ending July compared with the previous three-month period; the June decrease was 0.3%.

There was a fall of 5.2% in the other machinery group. Other decreases included: 3.1% in electrical equipment and 2.8% in basic metals.

On the plus side, output in computers and electronics increased by 2.7%.

Manufacturing output was up by 0.4% on the same three-month period a year ago.

The more volatile monthly figures showed a 0.8% decrease in July compared with June.

Output of the production industries (manufacturing, mining and utilities) was up by 0.3% on the previous three-month period, and up by 1.4% on the same period a year earlier.

Production and manufacturing were 9.3% and 5.2% respectively below their figures reached in the pre-downturn peak in first quarter of 2008.

www.ons.gov.uk/ons/dcp171778_415960.pdf

You never see a poor bookie – or fat cat

The old adage of "you never see a poor bookie" is writ large this week in the list of 30 top executives whose remuneration package was £1 million or more last year.

Breon Corcoran, chief executive of online bookie Betfair, pocketed £11.63 million last year. The lion's share of the sum – £10.07 million – came from long-term share options awarded to him when he joined the company from rival firm Paddy Power in 2012.

Chris Grigg, chief executive of British Land, saw his remuneration package grow to £6.76 million in the year to March, again long-term incentives were behind the rise.

Shipping services group Clarksons takes third spot as its chief executive, Andi Case, saw his remuneration package rise by just over £1 million to £4.97 million.

Greeting cards chain The Card Factory became quoted on the London Stock Exchange in 2014 and chief executive Darren Bryant was awarded 1.87 million shares, which were worth £4.2 million after the flotation. His total package was £4.95 million.

Shares played a big part in the remuneration package of Gavin Patterson, who is in his first full year as chief executive of telecoms giant BT, as long-term share incentives accounted for 41% of his £4.42 million total. Promotion also meant a huge rise in his basic salary, which rose by 22.5% to £946,000 in the year to March.

Year-on-year comparisons could be made for 26 of the 30 executives and 19 saw their packages grow in the last financial year.

It was no surprise to see Breon Corcoran head this list with an 811.2% increase. And Darren Bryant's reward for bringing his firm to the market was a 613.8% rise in his package.

Nick Cooper retired as corporate services director of telecoms group Cable and Wireless at the end of the group's financial year. Long-term share awards worth £2.2 million contributed to the 257.1% increase in his package to a total of £3.64 million.

Two directors of pork producer Cranswick complete the five directors who saw their packages rise by more than 100%. Chief executive Adam Couch's rise of 108.7% took him to £2.26 million a year, while finance director Mark Bottomley saw his package increase by 105.8% to £1.6 million.

The total remuneration figure given in the table includes: basic salary, cash bonus, long-term share bonuses, 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 group.

Executive	Company (financial year end)	Total remuneration (£000)	% change
Breon Corcoran	Betfair (4.15)	11,627	811.2
Chris Grigg	British Land (3.15)	6,761	25.3
Andi Case	Clarksons (12.14)	4,970	26.0
Darren Bryant	Card Factory (1.15)	4,945	613.8
Gavin Patterson	BT (3.15)	4,418	5.5
Ivan Menezes	Diageo (6.15)	3,922	-46.5
Nick Cooper	Cable & Wireless (3.15)	3,643	257.1
Tony Chanmugam	BT (3.15)	3,260	-13.0
Lucinda Bell	British Land (3.15)	2,998	26.3
Tim Roberts	British Land (3.15)	2,852	19.2
Charles Maudsley	British Land (3.15)	2,777	7.4
Phil Bentley	Cable & Wireless (3.15)	2,417	n.a
Deidre Mahlan	Diageo (6.15)	2,375	-35.2
Adam Couch	Cranswick (3.15)	2,258	108.7
Martin Davey	Cranswick (3.15)	1,771	48.7
Sebastian James	Dixons Carphone (4.15)	1,687	n.a
Mark Bottomley	Cranswick (3.15)	1,589	105.8
Jonathan Prentis	Booker (3.15)	1,518	-43.7
Mike Norris	Computacenter (12.14)	1,506	60.7
Guy Farrant	Booker (3.15)	1,463	-64.2
Jeff Woyda	Clarksons (12.14)	1,436	22.1
Jim Brisby	Cranswick (3.15)	1,431	99.6
Andrew Harrison	Dixons Carphone (4.15)	1,357	n.a
Bryn Satherley	Booker (3.15)	1,345	-47.9
Mark Aylwin	Booker (3.15)	1,310	-50.2
Steve Corbett	Alent (12.14)	1,215	96.6
Roger White	AG Barr (1.15)	1,075	8.7
Simon Thomson	Cairn Energy (12.14)	1,073	11.5
Katie Bickerstaffe	Dixons Carphone (4.15)	1,033	n.a
Benzion Freshwater	Daejan (3.15)	1,000	14.9

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