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# Councils against Trade Union Bill

Employers delivering public services across the country are joining unions in condemning the Conservative government's *Trade Union Bill*, the UNISON website reports.

Caerphilly council became the first authority in Wales to officially oppose the bill.

A motion put forward by Labour councillors, including council leader Keith Reynolds, attacked the "counterproductive, vindictive, socially divisive bill", that is "driven by Conservative ideology", as an "attack on democracy".

The motion was unanimously passed by the full council on 29 September.

Gateshead and Sunderland councils in the north east of England have also condemned the bill, while Renfrewshire council in Scotland has that declared it will not "use agency staff to break or weaken industrial action" and will "defend and support" check-off and facility time for union reps.

In Yorkshire, Wakefield council has called on the government to rethink its "unnecessary attack on workers' rights and civil liberties", and Leeds council leader Judith Blake promised to work with unions to campaign against the bill, adding that plans to prevent public-sector employers deducting union subs from wages would be "unnecessary and petty".

www.caerphillyobserver.co.uk/news/953655/caerphilly-council-first-in-wales-to-oppose-vindictive-trade-union-bill/

www.unison.org.uk/news/article/2015/09/tubill/

# UK's current account deficit narrows

Britain's trading position with the rest of the world improved in the second quarter of the year.

The UK's current account deficit was £16.8 billion in the April to June 2015 quarter, down from a revised deficit of £24.0 billion in the January to March 2015 quarter. The narrowing of the current account deficit was mainly due to a narrowing in the deficit on the trade account.

The trade deficit narrowed to £3.5 billion in the second quarter 2015, from £10.5 billion in the first quarter of the year. This was primarily due to a narrowing in the trade in goods deficit as exports rose by £4.5 billion and imports fell by £3.2 billion.

The trade in services surplus was £22.8 billion in second quarter, a decrease of £0.7 billion from the first. At £56.2 billion, exports were £0.2 billion higher than the first quarter. Imports increased by £0.8 billion to £33.3 billion.

A deficit of £26.9 billion was recorded with the EU in the second quarter, compared with a deficit of £27.6 billion in the first.

The current account surplus with non-EU countries in first quarter of the year of £3.6 billion increased to £10.2 billion in the second.

www.ons.gov.uk/ons/dcp171778_418061.pdf

# How to report on gender pay gap

An insight into public attitudes towards the gender pay gap and transparent reporting has been revealed in a new report.

Two-thirds of women believe that there is a gender pay gap in their organisation, according to a Business in the Community (BITC) survey. Over half of all respondents are doubtful that men and women working at the same level or doing similar work earn the same – even though unequal pay is unlawful.

The vast majority of respondents (93%) think that employers should have to publish their overall gender pay gap and 90% think that the data should be broken down for each pay grade or job type.

Almost nine out of 10 respondents (87%) think that mandatory gender pay reporting will help to close the gender pay gap.

Three structural and organisational factors are the largest driving factors of the gender pay gap, according to the BITC in *The gender pay gap: what employees really think*.

Firstly, there is horizontal gender segregation Women are more likely to be employed in sectors and occupations associated with low pay and status. Three occupational groups – caring, leisure and other services; administrative and secretarial; and sales/customer services – dominate with 45% of all employed women working in these groups.

Secondly, vertical gender segregation means women are underrepresented in the higher levels of the hierarchy. Gendered family roles and the lack of flexible working arrangements prevent them from working full-time and getting the more skilled, responsible and higher-paying jobs. Women make up just one third of all managers, directors and senior officials in the UK, according to official figures.

Finally, women are more likely to encounter discrimination in employment opportunities – recruitment, training and promotion – as well as in pay and benefits systems. It means anomalies, such as unequal pay, where women are paid less than men for doing similar work or work of equal value.

BITC recommends that organisations measure their overall gender pay gap, their pay gap broken down by grade and job type, and their pay gap for full-time and part-time employees, then investigate the causes and write a contextual narrative to explain the figures.

http://opportunitynow.bitc.org.uk/sites/default/files/bitc_the_gender_pay_gap_-_what_employees_really_think_-_sept_2015.pdf

# Will low-paid workers be better off?

The 20p an hour rise in the National Minimum Wage from 1 October was given a guarded welcome by the unions, as any gains made now and with chancellor Osborne's National Living Wage of £7.20 an hour next April will be hit by cuts to tax credits.

TUC general secretary Frances O'Grady said the increase in the adult rate for the National Minimum Wage (NMW) was "hardly cause for euphoria".

She said: "It is hard to celebrate when many low-income families will see this and future gains wiped out by the chancellor's cuts to tax credits.

"Giving with one hand and taking more with the other is not the way to make work pay. Slashing vital in-work benefits will serve only to push more working households into poverty."

A record 6.5 million people – almost a quarter of UK workers – will remain trapped on poverty pay next year, despite George Osborne's 50p-an-hour increase with the introudction of the National Living Wage for over 25s, according to research by the Resolution Foundation think tank.

Adam Corlett, Resolution's economic analyst, said: "While the chancellor's new wage floor will give a welcome boost to millions of Britain's lowest-paid staff, it cannot guarantee a basic standard of living or compensate for the £12 billion of welfare cuts that were announced alongside it."

The chancellor announced the introduction of the National Living Wage in his July Budget and will see the statutory minimum pay rate for over-25s increase from £6.70 an hour to £7.20 next April - and to about £9 an hour by 2020.

But the Tories' National Living Wage will still fall short of an actual Living Wage, calculated on the basis of the cost of basic essentials, including housing, food and transport, that has been the centrepiece of a long-running public campaign.

In its annual *Low pay Britain* report, the Resolution Foundation suggests that Osborne's National Living Wage will have to be higher — £8.25 an hour outside the capital in 2016 — in part to compensate for the reductions in tax credits and benefits also announced in the Budget. Households that receive less in welfare payments will need higher wages to make ends meet.

Resolution forecasts that, despite Osborne's announcement, the number of people struggling to survive on less than the Living Wage will continue to rise, hitting 6.5 million people, or 24.4% of employees, in 2016 — up from five million, or less than 20% of workers, in 2012.

The foundation also notes that Osborne's National Living Wage will mark a major change in the labour market, with record numbers of workers effectively having their pay set by the government each year. Its analysis highlights the importance of the government setting out a detailed implementation plan for the National Living Wage.

Resolution adds that this implementation plan should include a clearly defined role for the independent Low Pay Commission in setting and overseeing the new higher wage floor, and more resources to ensure that the National Living Wage is properly enforced.

www.resolutionfoundation.org/media/press-releases/proportion-of-employees-earning-the-legal-minimum-will-more-than-double-over-next-five-years/

www.tuc.org.uk/economic-issues/minimum-wage-increase-undermined-cuts-tax-credits-says-tuc

www.theguardian.com/society/2015/sep/26/national-living-wage-osborne-cuts-poverty

# How to support staff with cancer

October is Breast Cancer Awareness Month and the TUC has issued guidance for union reps, employees, line managers and employers for how best to support colleagues with cancer at work.

More than 700,000 people of working age are living with cancer across the UK. As survival rates improve and people retire later, many people will continue to work after — or even during — their treatment for cancer.

The TUC believes that getting back to work at the right time and with the right support can provide psychological and financial benefits to workers with cancer. However, some employers struggle to provide the right support for their staff and this is where guidance from unions can be crucial.

The TUC advice — put together by TUC Education and Macmillan Cancer Support — covers issue such as confidentiality, flexibility, keeping in touch, return to work and wider support.

TUC general secretary Frances O'Grady said: "Everyone dreads a cancer diagnosis. It now affects one in three people, and each year in the UK there are approximately 90,000 people of working age who find out that they have cancer. The chances are that one of your colleagues or someone in your business will be affected — either directly through being ill themselves or through a close relative having the disease.

"People with cancer can experience considerable prejudice from both managers and colleagues and may hide aspects of their illness from bosses. There is enormous scope for union reps to ensure employers support their staff effectively, and everyone should be in a trade union to get their voice heard and their interests represented at work."

www.tuc.org.uk/node/123710

# Pay in the boardroom

Thirty four top executive who received a total remuneration package of at least £1 million feature in this week's table of executive excess.

Hendrik du Toit, who heads City firm Investec's asset management subsidiary as well as being a main board member, tops the list with £8.13 million — that's the equivalent of £156,346 a week.

Richard Solomons, chief executive of the International Hotel Group (IHG), takes second spot with £6.53 million or £125,538 a week.

Willie Walsh, chief executive of British Airways owner International Airlines (IAG), nicks third spot with £6.39 million or £122,885 a week, just ahead of Benoît Durteste, managing director of specialist investment group Intermediate Capital, with £6.37 million or £122,500 a week.

Another Intermediate Capital board member — managing director and chief executive Christophe Evain — completes the top five with a package of £5.1 million, which equates to £98,125 a week.

Year-on-year comparisons could be made for 29 of the 34 executives and 20 saw their packages grow in the last financial year.

Richard Solomons saw his package more than double in size (+108.5%) from £3.13 million to £6.53 million, largely on the back off a one-off payment in lieu of future payments from the firm's pension scheme (see *Fact Service*, issue 39).

Three executives of Investec take the next spots with rises of 70.1% to £3.57 million — or £68,712 a week — for finance director Glynn Burger, and 64.0% rises for managing director Bernard Kantor and chief executive Stephen Kosseff taking their individual packages to £3.97 million or £76,346 a week.

Rupert Pearce, chief executive of satellite group Inmarsat also achieved a 64.0% rise taking his package to £2.35 million or £45,231 a week.

Andrew Formica, chief executive of investment group Henderson, saw the biggest fall with his package 25% smaller at £3.74 million, but that still means he was on £71,942 a week.

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 |
|---|---|---|---|
| Hendrik du Toit | Investec (3.15) | 8,130 | 44.9 |
| Richard Solomons | IHG (12.14) | 6,528 | 108.5 |
| Willie Walsh | IAG (12.14) | 6,390 | 28.5 |
| Benoît Durteste | Intermediate Capital (3.15) | 6,370 | 63.1 |
| Christophe Evain | Intermediate Capital (3.15) | 5,103 | 6.4 |
| Stephen Koseff | Investec (3.15) | 3,970 | 64.0 |
| Bernard Kantor | Investec (3.15) | 3,970 | 64.0 |
| Andrew Sukawaty | Inmarsat (12.14) | 3,882 | 53.7 |
| Andrew Formica | Henderson (12.14) | 3,741 | -25.0 |
| Glynn Burger | Investec (3.15) | 3,573 | 70.1 |
| Toby Courtauld | Great Portland Est (3.15) | 3,527 | 3.5 |
| Michael Spencer | ICAP (3.15) | 3,320 | 49.9 |
| Neil Thompson | Great Portland Est (3.15) | 2,828 | 4.1 |
| Philip Keller | Intermediate Capital (3.15) | 2,699 | -12.8 |
| ED de Lôme | IAG (12.14) | 2,543 | n.a |
| Nick Sanderson | Great Portland Est (3.15) | 2,418 | 12.7 |
| Rupert Pearce | Inmarsat (12.14) | 2,352 | 64.0 |
| David Brown | Go-Ahead (6.15) | 2,163 | 10.4 |
| Tracy Robbins | IHG (12.14) | 2,042 | 10.8 |
| Kirk Kinsell | IHG (12.14) | 1,923 | -7.2 |
| Andrew Williams | Halma (3.15) | 1,870 | 21.2 |
| Stephen Carter | Informa (12.14) | 1,794 | n.a |
| John Nixon | ICAP (3.15) | 1,788 | -7.8 |
| Roger Thompson | Henderson (12.14) | 1,740 | n.a |
| Tim O'Toole | FirstGroup (3.15) | 1,647 | -17.1 |
| P Edgecliffe-Johnson | IHG (12.14) | 1,596 | n.a |
| Tim Howkins | IG Group (5.15) | 1,519 | -22.9 |
| Kevin Thompson | Halma (3.15) | 1,473 | 49.5 |
| Tony Bates | Inmarsat (12.14) | 1,292 | n.a |
| Keith Down | Go-Ahead (6.15) | 1,265 | -2.6 |
| Adam Meyers | Halma (3.15) | 1,172 | 52.4 |
| David Fischel | Intu Properties (12.14) | 1,154 | 6.8 |
| Christopher Hill | IG Group (5.15) | 1,064 | -21.7 |
| Peter Hetherington | IG Group (5.15) | 1,058 | -22.7 |



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