FACT SERVICE

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£1m a year executives 10 a penny

Another tranche of top executives whose remuneration package last year was at least £1 million feature in the table.

Leading the way for the 40 listed this time was Jeremy Darroch, chief executive of Murdoch's Sky, whose package came to £16.89 million. That's the equivalent of £324,788 a week. His package was almost double that of Sky's chief financial officer Andrew Griffith who picked up £8.86 million – or £170,404 a week.

SABMiller's chief executive Alan Clark could find himself out of a job after Anheuser-Busch InBev made a successful takeover bid for SAB. Last year, his package came to £7.07 million or £136,000.

Andrew Goodsell, the former chair of Saga, the over-50s services group, received £7.03 million or £135,115 a week, while Mike Ashley's Sports Direct rewarded chief executive Dave Forsey with £6.76 million or £130,000 a week.

Year-on-year comparisons could be made for 35 of the 40 executives and 19 saw their packages grow in the last financial year. Four directors that feature in the top five by size of package also feature in the top five rises.

Dave Forsey had the biggest rise of over 4,400% on the back of payment in shares worth £6.61 million, which will vest in 2017. His basic salary remained at £150,000.

Two Saga directors take second and third spots. Stuart Howard stood down as finance director in June this year, but in his final full year of employment – to January 2015 – his remuneration package grew by 333.0% to £4.16 million or £79,961 a week as he was awarded shares worth £3 million after Saga became a quoted company.

There was a similar reason, but a different sum involved, for the now part-time chair of Saga, Andrew Goodsell, whose 325.0% rise to £7.03 million, included £5 million worth of shares.

The two executive directors of Sky complete the top five rises: Andrew Griffith's rise was 261.8%, while Jeremy Darroch's was 246.1%.

Kevin Loosemore, executive chair of software group Micro Focus International, had the biggest cut of the 35 executives, with a 65.4% cut taking him back to £4.32 million, but that does equate to £82,980 a week, so no hardship there.

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,

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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
Jeremy Darroch	Sky (6.15)	16,889	246.1
Andrew Griffith	Sky (6.15)	8,861	261.8
Alan Clark	SABMiller (3.15)	7,072	9.4
Andrew Goodsell	Saga (1.15)	7,026	325.0
Dave Forsey	Sports Direct (4.15)	6,760	4,406.7
Lance Batchelor	Saga (1.15)	5,329	n.a
Miles Roberts	DS Smith (4.15)	5,093	37.8
Steve Holliday	National Grid (3.15)	4,845	0.9
Kevin Loosemore	Micro Focus Int (4.15)	4,315	-65.4
Alistair Cox	Hays (6.15)	4,262	50.8
Stuart Howard	Saga (1.15)	4,158	333.0
Andrew Bonfield	National Grid (3.15)	3,157	-1.0
Paul Venables	Hays (6.15)	3,069	50.9
Tom King	National Grid (3.15)	2,907	-30.4
Alistair Philips-Davies	SSE (3.15)	2,311	-16.1
John Tutte	Redrow (6.15)	2,208	19.6
Jamie Wilson	SABMiller (3.15)	2,156	-44.0
Mike Philips	Micro Focus Int (4.15)	2,061	-45.4
Peter Cowgill	JD Sports (1.15)	1,951	-37.8
John Pettigrew	National Grid (3.15)	1,879	n.a
Bob Contreras	Northgate (4.15)	1,839	192.8
David Mellors	Qinetiq (3.15)	1,760	42.3
Robert MacLeod	Johnson Matthey (3.15)	1,594	-4.2
Moya Greene	Royal Mail (3.15)	1,522	12.7
Ruby McGregor-Smith	Mitie (3.15)	1,495	3.3
Alex Kanellis	PZ Cussons (5.14)	1,463	39.0
Martin Griffiths	Stagecoach (4.15)	1,451	-34.4
Gregor Alexander	SSE (3.15)	1,397	-21.0
Rodney Cook	Just Retirement (6.15)	1,357	13.5
Barbara Richmond	Redrow (6.15)	1,356	9.4
Matthew Lester	Royal Mail (3.15)	1,311	-3.7
Michael Mckeon	Severn Trent (3.15)	1,303	-5.4
Sir David McMurtry	Renishaw (6.15)	1,298	105.4
Dominic Taylor	Paypoint (3.15)	1,215	-45.9
Nick Winser	National Grid (3.15)	1,170	n.a
Andrew Jones	LondonMetric (3.15)	1,167	-10.0
Pim Vervaat	RPC (3.15)	1,165	-6.1
Adrian Marsh	DS Smith (4.15)	1,125	n.a
Larry Pentz	Johnson Matthey (3.15)	1,107	-32.1
Barry Bown	JD Sports (1.15)	1,068	n.a

Factory output weak

Manufacturing output continues in the doldrums, official figures show.

Factory output contracted by 0.9% in the three-month period ending August compared with the previous three-month period. That is worse than the 0.4% decrease for the three months ending July.

There was a fall of 4.1% in the other machinery group; 3.6% in basic pharmaceuticals; and 3.3% in other manufacturing.

On the plus side, output of coke and refined petroleum products increased by 7.4%.

Manufacturing output was down by 0.7% on the same three-month period a year ago, while the more volatile monthly figures showed a 0.5% increase in August compared with July.

Output of the production industries (manufacturing, mining and utilities) was up by 0.1% on the previous three-month period, and up by 1.3% on the same period a year earlier.

Production and manufacturing were 9.4% and 6.5% respectively below their figures reached in the pre-downturn peak in first quarter of 2008, according to the Office for National Statistics.

www.ons.gov.uk/ons/dcp171778_418973.pdf

Blacklisters admit guilt

Blacklisted construction workers are on the verge of securing damages, which could total tens of millions, after unions won an unprecedented admission of guilt from construction companies involved in blacklisting.

The companies have admitted that through the Economic League and the Consulting Association they infringed workers' rights to confidentiality, privacy, reputation and latterly data protection.

They have also accepted, with a matter of regret, that their actions had consequences for certain workers in terms of lost work opportunities or refusals to work and it had an impact on their personal lives. The information was collated and used in secret without the workers concerned having any opportunity to correct or challenge its content.

General union Unite has also won an additional admission of defamation means that its members are in line for larger pay outs to compensate for the damage inflicted on their lives by blacklisting. It also stops the firms involved from hiding behind "non-disclosure" meaning Unite members can continue to seek answers on how and why they were blacklisted.

Pitchford Blacklisted workers have "celebrated a major breakthrough" after being given core participant status in the Pitchford Inquiry into undercover policing. There is evidence that there was collusion between the police and the two blacklisters.

The core participant status will see blacklisted workers included in the inquiry examining the "conduct, practice and management" of undercover police in the UK, that began at the Royal Courts of Justice in early October.

The Blacklist Support Group, the organisation that has been campaigning for compensation for blacklisted workers since 2009, said it had received confirmation of the status.

Core participant status for the blacklisted workers will now mean they will be given access to all the evidence generated during the inquiry and that the state will cover the cost of their legal representation throughout the inquiry.

www.unitetheunion.org/news/landmark-legal-action-paves-way-for-pay-outs-as-construction-firms-admit-to-blacklisting/

www.morningstaronline.co.uk/a-fe10-Workers-get-a-Voice-in-Spy-Cop-Probe#.Viixqjh-dG70

Too many earning below the Living Wage

Nearly one in four jobs outside of London pay less than the Living Wage — the pay level suggested for an adequate standard of living.

Some 23% of jobs outside London paid less than the Living Wage in 2014, compared with 19% in London, the Office for National Statistics (ONS) said.

The Living Wage in April 2014 was £8.80 an hour in London and £7.65 an hour outside London.

The ONS figures show that the proportion of jobs paying below the Living Wage has grown.

In 2014, 16% of male employee jobs in London and 18% of male employee jobs in the rest of the UK were paid less than the living wage, while 22% of female employee jobs in London and 29% of female employee jobs in the rest of the UK were in this position.

Both sexes have seen increases in proportions of jobs paid less than the Living Wage over time and the increases have been greater for female than for male jobs.

TUC general secretary Frances O'Grady said: "Everybody deserves a fair day's pay for an honest day's work. But with more and more jobs paying less than the Living Wage, it is clear that millions of workers are not getting their fair share from the economic recovery.

"It's particularly shocking that so many more women than men are denied the Living Wage. We need to value women's work more. And we need employers in sectors with large female workforces, such as care services, retail and hospitality, to give their staff fairer pay."

In 2014, young adults were most likely to be paid less than the Living Wage. Some 58% of jobs carried out by 18 to 24-year-olds outside of London and 48% of jobs in this age group in London were paid less than the Living Wage.

In accommodation and food services in 2014, an estimated 65% of jobs paid less than the Living Wage in London and 70% in the rest of the UK.

As the number of companies and organisations accredited as Living Wage employers has increased substantially over the last year, it will be hoped that the proportions being paid less than the Living Wage will have fallen.

www.bbc.co.uk/news/business-34505114

www.ons.gov.uk/ons/dcp171766_419154.pdf

www.tuc.org.uk/economic-issues/labour-market/britain-needs-pay-rise/more-workers-less-living-wage-shows-economic

Asbestos — MPs call for eradication law

The time has come to put in place regulations requiring the safe, phased and planned removal of all the asbestos that still remains in place across Britain, a cross-party group of MPs says.

In its report, *The asbestos crisis,* the All-Party Parliamentary Group on Occupational Safety and Health says that eradication is the only way so that future generations will not have to experience the same deadly epidemic from asbestos-related diseases suffered today.

This year, according to official figures, 5,000 people in Britain are likely to die prematurely as a result of asbestos exposure. This is around three times the number of road accident deaths.

Asbestos is still with prevalent, the report says, and it is still as dangerous as ever. Asbestos-containing materials can be found in around half a million non-domestic premises; in lagging, wall cladding and tiling, for example.

The All-Party Parliamentary Group believes that a new law on asbestos with a clear timetable for the eradication of asbestos in every single workplace in Britain is needed.

It should include provisions, for example, to ensure that all commercial, public, and rented domestic premises have to conduct, and register with the Health and Safety Executive, a survey completed by a registered consultant by no later than 2022, which indicates whether asbestos-containing material is present, and, if so, where it is and in what condition.

Graham Dring, chair of the Asbestos Victims Support Groups' Forum UK, welcomed the report. He said: "Asbestos victims were badly let down in the past by the failure to ban asbestos until decades after the dangers were first known. We owe it to future generations to stop the epidemic of asbestos diseases by removing the root cause from our workplaces, public buildings and homes."

www.tuc.org.uk/sites/default/files/asbestoseradication.pdf
www.asbestosforum.org.uk/eradicationlaw.asp

Grandparents to share parental leave

Shared Parental Leave and pay will be extended to working grandparents, chancellor George Osborne has announced.

The planned changes to shared parental leave (SPL) will increase flexibility and choice in parental leave arrangements and support working parents with the costs of childcare during the first year of a child's life.

The government will bring forward legislation to enable this change, with the aim of implementing the policy by 2018. There will be an initial consultation on the details in the first half of next year.

Evidence suggests that nearly two million grandparents have given up work, reduced their hours or have taken time off work to help families who cannot afford childcare costs. Grandparents may be contributing as much as £8 billion each year to bridge the gap as work pressures increase.

The TUC welcomed the announcement, but senior policy officer Sally Brett, writing on the Touchstone blog, said there were a few points to bear in mind to set this policy in context.

"First, SPL is only available for the first year of a child's life so it will not help the millions of working grandparents who are regularly helping out with childcare for toddlers and school children. Neither does it give any help to working families who are struggling in that period between the end of the first year's leave and the start of free childcare provision at two or three years old — a time when many families turn to grandparents for support.

"Second, one of the main aims of SPL was to encourage fathers to play a greater role in childcare and to establish more equal parenting roles from the earliest stages. It will be interesting to see to what extent this new flexibility results in one generation of women transferring leave to an older generation of women instead of men taking on more responsibility for care.

"Third, the restrictive eligibility criteria for SPL should not be forgotten."

www.gov.uk/government/news/chancellor-announces-major-new-extension-of-shared-parental-leave-and-pay-to-working-grandparents

http://touchstoneblog.org.uk/2015/10/working-grandparents-shared-parental-leave-and-care/

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