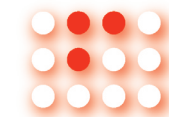


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Thirty two executives receive over £112m

The remuneration packages given to 32 executives at 10 companies quoted on the FTSE 350 index feature in the table on page 170. The total remuneration for this group of 32 came to £112.8 million.

The remuneration bill for six executives of Berkeley, the property developer and housebuilder to the very rich, came to a staggering £52.7 million on the back of huge awards under the firm's long-term incentive plan.

Tony Pidgley, co-founder and group chair, received a total remuneration package of £23.3 million in the year ending April 2015, while the package of his managing director, Rob Perrins, came to £12.4 million. Executive director Greg Fry's package came to £7.3 million; Karl Whiteman received £4.4 million; and Sean Ellis £3.8 million. Richard Stearns only rejoined the board in mid-April 2015, but he still received a package of £1.63 million, largely as a result of a £1.61 million buy-out compensation award or "golden hello".

Simon Borrows, chief executive of private equity group 3i, received a package worth £8.3 million in the year to March 2015, made up mainly of annual bonus and long-term incentive share plan. Fifth spot, in term of size of package, was taken by

Robert Noel, chief executive of another property developer, Land Securities, who was on £4.7 million in the year to March 2015.

Year-on-year comparisons could be made for 24 of the 32 executives and 16 saw their remuneration packages grow over the last two financial years.

It comes as no surprise that four Berkeley executives take the top spots with a 587.2% rise for Fry; a 520.1% rise for Pidgley; a 462.2% rise for Perrins; and a 360.9% rise for Whiteman.

John Trotman, chief financial officer of storage group Big Yellow, completes the top quintet with a 280.3% increase in his package.

Geoff Drabble was one of three directors at Ashted to see their package shrink the most, as result of smaller awards under deferred bonus schemes in the year ending April 2015, compared with the year before. Chief executive Drabble saw 40.7% shrinkage, but his package still came to £4.3 million or £82,962 a week.

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

LABOUR RESEARCH DEPARTMENT

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Executive	Company (financial year ending)	Total remuneration (£000)	% change
Tony Pidgley	Berkeley (4.15)	23,296	520.1
Rob Perrins	Berkeley (4.15)	12,357	462.2
Simon Borrowes	3i (3.15)	8,278	156.9
Greg Fry	Berkeley (4.15)	7,305	587.2
Robert Noel	Land Securities (3.15)	4,685	106.0
Karl Whiteman	Berkeley (4.15)	4,397	360.9
Geoff Drabble	Ashtead (4.15)	4,314	-40.7
Peter Rogers	Babcock Interntl (3.15)	4,160	9.2
Xavier Rolet	London Stock Exchange (12.14)	4,115	n.a
Sean Ellis	Berkeley (4.15)	3,752	276.7
Julia Wilson	3i (3.15)	3,546	190.2
Martin Greenslade	Land Securities (3.15)	3,175	79.4
Uwe Krueger	WS Atkins (3.15)	2,135	-0.2
David Warren	London Stock Exchange (12.14)	2,030	n.a
Ian Burrell	Marshalls (12.14)	1,924	n.a
Raffaele Jerusalmi	London Stock Exchange (12.14)	1,798	-23.2
David Sarti	Marshalls (12.14)	1,796	n.a
James Gibson	Big Yellow Group (3.15)	1,757	227.6
Suzanne Wood	Ashtead (4.15)	1,744	-27.6
Brendan Horgan	Ashtead (4.15)	1,688	-39.0
Richard Stearns	Berkeley (4.15)	1,632	n.a
Nicholas Vetch	Big Yellow Group (3.15)	1,394	179.7
Sat Dhaiwal	Ashtead (4.15)	1,330	-23.8
Adrian Lee	Big Yellow Group (3.15)	1,229	209.4
John Trotman	Big Yellow Group (3.15)	1,214	280.3
Archie Bethel	Babcock Interntl (3.15)	1,211	38.4
Kevin Thomas	Babcock Interntl (3.15)	1,193	36.3
Heath Drewett	WS Atkins (3.15)	1,140	-2.3
Bob Mackenzie	AA (1.15)	1,113	n.a
Martyn Coffey	Marshalls (12.14)	1,101	n.a
Chris Jansen	AA (1.15)	1,019	n.a
Bill Tame	Babcock Interntl (3.15)	1,002	-17.3

Time off work when children are sick

Just as the autumn season heralds falling leaves, the autumn school term heralds the coughs, colds and flu season for schoolchildren.

Illness accounted for almost two-thirds (64.2%) of the 19.8 million days missed by school-age children in the autumn term last year, but many parents are unsure how to balance their working commitments with looking after their children when they are ill, says the TUC.

It has issued a timely reminder of the rights of working parents.

For example, working parents have the right to take reasonable time off to deal with a domestic emergency, which includes when a child is ill and a parent needs time to make alternative arrangements for their care. Around a quarter of working parents use this right each year. The employer may pay for this time off, but aren't legally obliged to do so.

Some employers provide paid compassionate or carers' leave. Typically, this is around five days per year, to deal with situations like looking after poorly children. Parents should check the employment contract, company handbook or ask their union rep about any entitlement.

Remember, says the TUC, that both parents are entitled to time off to look after ill children, so it should not be assumed that mothers will drop everything, while fathers carry on as usual. Dads can request time off work to look after their children too.

TUC general secretary Frances O'Grady said: "For most parents it's a daily struggle trying to juggle work and childcare, which becomes even more complicated as children succumb to seasonal colds and illnesses. Sensible employers will give their staff time off to look after their children when they're poorly, or to make alternative arrangements for their care."

However, the TUC said a change in the law "so that all working parents are entitled to take paid time off work when their child is ill and their usual childcare isn't an option would make a real difference".

www.tuc.org.uk/workplace-issues/employment-rights/your-rights-work/know-your-rights-time-work-when-your-child-sick

UK economy slows

The UK economy, as measured by gross domestic product (GDP), slowed in the third quarter of the year, preliminary estimates show.

GDP, the main indicator of economic growth, is estimated to have increased by 0.5% in third quarter 2015 compared with growth of 0.7% in second quarter. However it's a marginal improvement on the first quarter of the year when growth was 0.4%.

Output increased in three of the main industrial groupings within the economy in third quarter. Services, accounting for over three-quarters of the economy, increased by 0.7%. Production increased by 0.3%, but, within the sector, manufacturing output fell by 0.3%.

GDP was 2.3% higher than the same quarter a year ago.

The preliminary estimate of economic growth for the third quarter makes use of only half of the data that will be used to produce the final estimate.

www.ons.gov.uk/ons/dcp171778_421500.pdf

Health and safety statistics 2014-15

One hundred and forty two people were killed at work, the Health and Safety Executive (HSE) has confirmed in its annual report on health and safety statistics for 2014-15.

The 142 death toll is six higher than the year before, but eight less than the year before that.

Construction, agriculture, and waste were the industrial sectors with the highest number of deaths last year, accounting for 35, 33, and five fatal injuries to workers, respectively.

The figure on deaths from the asbestos-related disease mesothelioma is a bit more dated, but it was up to 2,538 in 2013. The latest projections suggest that there will be around 2,500 deaths a year for the rest of the decade, after which numbers are expected to decline.

The HSE said there are around 13,000 deaths each year from occupational lung disease and cancer caused by past exposure to chemicals and dust at work. After exposure to asbestos, the next four worst categories for deaths are lung cancer due to silica, diesel engine exhaust and mineral oils, and breast cancer due to shift work.

The figures, under new reporting regulations, show that the number of non-fatal injuries to employees fell to 76,054 from 78,671 the year before 77,593.

Of those totals, 18,084 (23.8%) were major injuries in 2014-15 and 19,118 (24.3%) the year before.

The number of self-reported non-fatal injuries was estimated at 611,000 in 2014-15 against 631,000 the year before.

An estimated 23.3 million working days were lost due to work-related ill health and 4.1 million due to workplace injuries, giving a total of 27.3 million days lost.

Stress, depression or anxiety, and musculoskeletal disorders accounted for the majority of days lost due to work-related ill health, 9.9 million and 9.5 million days respectively.

The latest estimate of the cost to society from such injuries and new cases of ill health is for 2013-14 when the cost was put at £14.3 billion.

TUC general secretary, Frances O'Grady said: "This is a very worrying trend and highlights once again the folly of the government's *Trade Union Bill*. Unions play a crucial role in keeping people safe at work, but these new reforms will make it much harder for unions to work with employers to identify potential hazards."

She attacked the government's "cavalier attitude to health and safety", which she said "is going to put even more people at risk of serious injury".

Across Great Britain, 728 cases were prosecuted for health and safety breaches in 2014-15 (including cases where multiple offences were brought). These cases led to 682 convictions for at least one offence, a conviction rate of 94%, and total fines of £19 million were imposed.

Enforcement activity has fallen over the past two years. There were 12,430 enforcement notices issued by the HSE and local authorities in 2013-14, a 9.9% decrease on the previous year. The number issued by the HSE was just 9,446 – a 6.7% decrease on the year before – while those issued by local authorities fell by 18.7% to 2,984.

www.hse.gov.uk/statistics/overall/hssh1415.pdf

www.tuc.org.uk/workplace-issues/trade-union-bill-could-increase-workplace-injuries-and-fatalities-says-tuc

Government's plans over gender pay gap

New measures to eradicate gender inequality in the work place and remove barriers to women's success have been announced by prime minister David Cameron.

Following the conclusion of a short consultation on closing the gender pay gap, the government has announced measures to:

- force larger employers to publish information about their bonuses for men and women as part of their gender pay gap reporting;
- extend plans for gender pay gap reporting beyond private and voluntary sector employers to include the public sector; and

- work with business to eliminate all-male boards in FTSE 350 companies.

The gender equality and women's rights charity, the Fawcett Society, welcomed the proposals on bonuses and also extending the new regulations to the public sector, as it had called for these measures in its evidence to the government consultation on the gender pay issue.

However, Sam Smethers, chief executive of the Fawcett Society, cautioned: "We still have a long way to go. Alongside publishing a headline gender pay gap figure, employers should also explain how they got there and set out an action plan to tackle it. Addressing women's lack of progression at work and opening up senior roles to flexible and part-time hours would make a real difference.

For the unions, TUC general secretary Frances O'Grady said: "Publishing information on gender pay gaps in salaries and bonuses is a start. But it is just that – a start. Employers need to look at why women are still being paid less than men and do something meaningful about it.

"If the prime minister is serious about ending the gender pay gap within a generation he must not delay mandatory pay gap reporting and he should extend the law to medium-size companies as well as large employers. And companies that don't comply with the law should be fined.

"If the government really wants to help women workers, it should also stop cutting tax credits and public services that make up a vital part of women's income."

Last year, women on average earned 19.1% less than men. Any change in the gender pay gap will be revealed in the Annual Survey of Hours and Earnings 2015, which is published on 18 November.

In its 2014-15 annual report, the Davies review of women on boards said that by 1 March 2015: "There are now no all-male boards in the FTSE 100, which

is a first and milestone event in the history of the London Stock Exchange. There remain 23 all-male boards in the FTSE 250, down from 131 all-male boards in 2011 and 48 this time last year."

Nevertheless, more women than ever before now serve on British boards, with a total of 628 women board members across the FTSE 350.

www.gov.uk/government/news/pm-announces-new-measures-to-eradicate-gender-pay-inequality

www.fawcettsociety.org.uk/2015/10/new-measures-gender-pay/

www.tuc.org.uk/economic-issues/equality-issues/gender-equality/equal-pay/gender-pay-gap-reporting-start-we-need-see

County council to pay Living Wage

Northumberland County Council has introduced the Living Wage for its staff across the county.

The council made a commitment during budget announcements earlier in the year. Now no employee of Northumberland County Council will be paid less than £7.85 an hour.

The introduction of the Living Wage will result in pay increases for approximately 1,400 county council and school staff, and will be reviewed on an annual basis by the council. Affected staff will now receive an additional amount of between 41p and 79p an hour

Cllr Grant Davey, leader of the county council, said: "It is no secret we are having to make substantial savings as a council. However, ethically and morally the council feels strongly that this is something we should do.

"Through showing our commitment to ethical employment, we are aiming to boost morale as well as the local economy through higher incomes for local people."

www.northumberland.gov.uk/News/2015/Oct/Council-workers-benefit-from-living-wage-pledge.aspx

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