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## Forty executives living in ££££ land

Another tranche of 40 top executives whose remuneration packages was over £1 million feature in the table. These 40 packages totalled £101.38 million, giving an average package of £2.53 million.

Benoît Durteste, head of European investments and board member at asset manager Intermediate Capital, is well above average with a package worth £5.49 million or £105,546 a week.

Hendrik du Toit, board member of another City firm, Investec, takes second spot with £5.46 million or £105,077 a week.

Two other Investec directors feature in the top five – chief executive Stephen Koseff and managing director Bernard Kantor. Their packages came to £4.36 million each or £83,923 a week.

BT's chief executive Gavin Patterson was the meat in the Investec sandwich taking third spot with a package of just under £5.4 million or £103,769 a week.

Year-on-year comparisons could be made for 37 executives. Eighteen saw their package increase in their employer's last financial year, with 16 of the increases at 4.2% or more. In the same period, the

rise in the official average weekly earnings for the whole economy was no more than 2.7%.

Two directors of repairs service Homeserve take the top spots for percentage rises in remuneration packages.

Chief executive Richard Harpin saw his package grow by 179.6% to £3.36 million or £64,519 a week on the back of long-term bonuses being paid in the year to March 2016 against nothing the year before.

Martin Bennett is a member of the main board and chief executive of Homeserve's UK division. His 137.2% rise took him to just under £2.1 million or £40,327 a week.

A 114.4% rise for Louise Makin, chief executive of healthcare group BTG, took her package to £3.44 million or £66,231 a week.

Sainsbury's chief executive Mike Coupe and chief financial officer John Rogers saw their packages grow by 85.9% and 70.6% respectively. Coupe received £2.8 million or £53,885 a week and Rogers £1.79 million or £34,385. They appear not to have taken on board the supermarket's motto of "live well for less".

Peter Rogers, chief executive at engineering group Babcock, saw his package shrink by 44.2% but he was still on £2.48 million or £47,712 a week.

Executive	Company (financial year end)	Total remuneration package (£000)	% change
Benoît Durteste	Intermediate Capital (3.16)	5,488	-13.8
Hendrik du Toit	Investec (3.16)	5,464	-32.8
Gavin Patterson	BT (3.16)	5,396	18.3
Stephen Koseff	Investec (3.16)	4,364	9.9
Bernard Kantor	Investec (3.16)	4,364	9.9
Christophe Evain	Intermediate Capital (3.16)	4,296	-15.8
Glynn Burger	Investec (3.16)	3,838	7.4
Chris Grigg	British Land (3.16)	3,709	-43.4
Michael Spencer	ICAP (3.16)	3,591	8.2
Louise Makin	BTG (3.16)	3,444	114.4
Richard Harpin	Homeserve (3.16)	3,355	179.6
Tony Chanmugam	BT (3.16)	2,860	-15.8
Mike Coupe	J Sainsbury (3.16)	2,802	85.9
Toby Courtauld	Great Portland Est (3.16)	2,700	-26.8
Philip Keller	Intermediate Capital (3.16)	2,650	-1.8
Adam Couch	Cranswick (3.16)	2,633	11.1
Peter Rogers	Babcock Interntl (3.16)	2,481	-44.2
Andrew Williams	Halma (3.16)	2,194	9.4
Neil Thompson	Great Portland Est (3.16)	2,178	-26.3
Martin Bennett	Homeserve (3.16)	2,097	137.2
Martin Davey	Cranswick (3.16)	1,910	1.4
Christopher Bailey	Burberry (3.16)	1,894	n.a
Tim Roberts	British Land (3.16)	1,855	-34.0
Lucinda Bell	British Land (3.16)	1,853	-36.8
Charles Maudsley	British Land (3.16)	1,823	-33.4
John Rogers	J Sainsbury (3.16)	1,788	70.6
Nick Sanderson	Great Portland Est (3.16)	1,756	-30.2
Mark Bottomley	Cranswick (3.16)	1,746	4.2
Jim Brisby	Cranswick (3.16)	1,670	10.7
Jonathan Prentis	Booker (3.16)	1,662	9.5
Guy Farrant	Booker (3.16)	1,660	13.5
Stuart Bridges	ICAP (3.16)	1,657	n.a
Kevin Thompson	Halma (3.16)	1,489	-5.0
Bill Tame	Babcock Interntl (3.16)	1,370	-37.7
Bryn Satherley	Booker (3.16)	1,355	0.7
Archie Bethel	Babcock Interntl (3.16)	1,279	-40.0
Tim O'Toole	FirstGroup (3.16)	1,243	-24.5
John Davies	Babcock Interntl (3.16)	1,234	-19.4
Adam Meyers	Halma (3.16)	1,169	-18.1
Franco Martinelli	Babcock Interntl (3.16)	1,065	n.a

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. It does not include dividends received from their shareholdings in their company.

The pressure group, the High Pay Centre, has a running calculator for the average earnings in 2016 so far of a chief executive at a FTSE100 company. As *Fact Service* went to press that figure was £2.23 million and rising by £1 every five seconds.

<http://highpaycentre.org/>

## Rise in deaths at work

The overall number of workers fatally injured at work in Great Britain rose for a second successive year, according to the latest official figures.

The number of workers fatally injured at work in the year to March 2016 rose to a provisional figure of 146 against the revised figure of 142 the year before, according to the Health and Safety Executive (HSE).

A breakdown by main industry and the previous year's figures from the HSE shows:

- there were 27 fatal injuries to workers in agriculture in 2015-16, compared to 32 the previous year and an average of 32 for the previous five years to 2015. The rate of fatal injury in 2015-16 was 7.73 per 100,000 workers, compared to the five-year average to 2015 of 9.40;
- in mining and quarrying two worker was killed, compared to one the previous year and an average of four deaths for the previous five years;
- there were 27 fatal injuries to workers in manufacturing, against the revised figure of 18 for 2014-15 – that is a 50% rise; the five-year average was 22. The latest rate of fatal injury is 0.92 compared to an average rate of 0.79 for the previous five years;
- there were eight deaths in utilities and the waste and recycling industries, against six the year before and five-year average of eight. The latest rate of fatal injury is 5.71 compared to an average rate of 5.59 for the previous five years;
- there were 43 workers' deaths in construction, against 35 the previous year and the five-year average of 43. The latest rate of fatal injury is 1.94 per 100,000 workers, compared to 2.04 for the five-year average; and
- there were 37 fatal injuries in services, compared with 50 the previous year and a five-year average of 45. The latest mortality rate was 0.15 per 100,000 workers compared to the previous five-year average of 0.19.

These HSE figures are a gross understatement as around 13,000 people a year die through work-related ill-health – 100 times the annual work fatalities toll.

[www.hse.gov.uk/statistics/pdf/fatalinjuries.pdf](http://www.hse.gov.uk/statistics/pdf/fatalinjuries.pdf)

## Mesothelioma and its deadly toll

The number of deaths from mesothelioma, a form of cancer that develops following the inhalation of asbestos fibres, continues to run at over 2,500 a year, official figures show.

There were 2,515 mesothelioma deaths in Great Britain in 2014, a similar number to the 2,556 deaths in 2013, and 2,549 deaths in 2012.

According to the Health and Safety Executive, the latest projections suggest that there will continue to be around 2,500 deaths a year for the rest of this current decade before annual numbers begin to decline.

In 2014, there were 2,101 male deaths and 414 female deaths.

There were 2,215 new cases of mesothelioma assessed for Industrial Injuries Disablement Benefit (IIDB) in 2014 compared with 2,145 in 2013, the HSE said.

[www.hse.gov.uk/statistics/causdis/mesothelioma/mesothelioma.pdf](http://www.hse.gov.uk/statistics/causdis/mesothelioma/mesothelioma.pdf)

## Poverty rise in the UK

The levels and rates of poverty in the UK, including forecasts for future years, have been set out in a House of Commons Library research paper.

Based on the official figures, poverty is defined in terms of disposable household income, although poverty may be defined in different ways and there is no single, universally accepted definition.

Various poverty measures based on disposable household income are in common use and the trend can look quite different depending on the measure used. Two commonly used measures are:

- people in relative low income – living in households with income below 60% of the median in that year; and
- people in absolute low income – living in house-

holds with income below 60% of (inflation-adjusted) median income in some base year.

The “relative low income” measure compares households against the rest of the population in that year, while the “absolute low income” measure looks at whether living standards at the bottom of the distribution are improving over time.

A low income measure can also be combined with an assessment of whether households have access to key goods and services, for a measure of low income and material deprivation.

Income can be measured before housing costs (BHC) or after (AHC). Poverty levels tend to be higher based on income measured after housing costs, because poorer households tend to spend a higher proportion of their income on housing.

The Department for Work and Pension's figures for households below average income show that in 2014-15:

- 10.1 million people were in relative low income BHC (16% of the population), up 500,000 from the year before;
- 13.5 million were in relative low income AHC (21%), up 300,000 from the year before;
- 9.4 million were in absolute low income BHC (15%), down 500,000 from the year before; and
- 12.9 million were in absolute low income AHC (20%), down 700,000 from the year before.

Looking specifically at child poverty:

- 2.5 million children were in relative low income BHC (19% of children), up 200,000 from the year before;
- 3.9 million were in relative low income AHC (29%), up 200,000 from the year before;
- 2.3 million were in absolute low income BHC (17%), about the same as the year before; and
- 3.7 million were in absolute low income AHC (27%), down 100,000 from the year before.

The respected think tank, the Institute for Fiscal Studies, estimates that the number of people in relative low income will stay roughly unchanged in 2015-16, after which it is projected to increase. The share of people in relative low income is projected to be around 18% in 2020-21, the same as in 2007-08. The rate of absolute low income on the other hand is expected to have fallen between 2013-14 and 2015-16 and is then projected to stay flat to 2020-21.

Alison Garnham, chief executive of the Child Poverty Action Group, said: "It's a tragedy that we are now talking about rises in child poverty not falls.

It's also hugely depressing that at a time when we're seeing rising child poverty the government has passed legislation that eliminates its target to reduce child poverty, or even to report on the progress it is making.

"Child poverty isn't inevitable – the government needs to invest in our children so we can all share the rewards of a stronger economy and a fairer society.

"Two-thirds of poor children are in working families, and it is these families who will be hit by cuts to Universal Credit and tax credits announced in last year's Summer Budget. Working families need a clear and adequately funded plan to tackle the low pay and high housing and childcare costs that expose so many parents to hardship. Families with children and our economy need the government to start delivering on its promised all-out assault on poverty."

The equality department of the teaching union Educational Institute of Scotland has prepared a package of resources to assist its members in schools and colleges in keeping the issue of child poverty to the fore at establishment level.

The package of resources contains information relating to the causes and details some of the problems that arise in classrooms as a consequence of poverty.

It advises members of possible practical steps they may wish to take when they become aware of issues related to the impact of socio-economic deprivation on the experiences of children and young people in school.

General secretary Larry Flanagan said: "Schools, colleges and teaching professionals, can and do make a difference in the lives of individuals, of groups of children .....

"The poverty-proofing measures outlined in this pack can assist teaching professionals in trying to mitigate as far as possible, the impact of low income on young people's educational experience."

<http://researchbriefings.files.parliament.uk/documents/SN07096/SN07096.pdf>  
[www.cpag.org.uk/content/uk-child-poverty-rises-66-poor-children-now-working-families](http://www.cpag.org.uk/content/uk-child-poverty-rises-66-poor-children-now-working-families)  
[www.eis.org.uk/Child\\_Poverty/PovertyPack.htm](http://www.eis.org.uk/Child_Poverty/PovertyPack.htm)

## Three more join Living Wage family

A trio of companies have committed to paying the voluntary Living Wage.

Majestic Wine, TSB and Brecon Carreg have joined the 2,600 other employers who voluntarily choose to pay the higher Living Wage rates in London (£9.40 an hour) and the rest of the UK (£8.25 an hour) because this ensures that all their staff earn enough to live on.

Majestic Wine, the UK's largest wine specialist, is the first national wine and alcohol retailer to become an accredited employer of the Living Wage Foundation.

TSB committed to pay its staff above the Living Wage when the bank launched in September 2013 and has been working with its suppliers and contractors to ensure that everyone employed on their behalf is also paid the Living Wage or above. TSB is set to become an accredited Living Wage employer by the Living Wage Foundation on 1 August 2016.

Brecon Carreg, which supplies bottled water, is based in Wales and has committed to pay all employees a wage of at least £8.25 an hour, which has helped place them among the 2,000 most favourable and ethical British employers to work for.

[www.livingwage.org.uk/news/sadiq-khan-congratulates-majestic-wine-tsb-and-brecon-water-becoming-living-wage-employers](http://www.livingwage.org.uk/news/sadiq-khan-congratulates-majestic-wine-tsb-and-brecon-water-becoming-living-wage-employers)

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