

A 'tale of two workforces' as research reveals a great divide over pay rises

TWO FIFTHS of British workers landed significant pay rises last year but a similar number endured stagnant salaries as the fortunes of the workforce diverged sharply, a human resources organisation said yesterday.

The Chartered Institute of Personnel and Development (CIPD)

warned of a "tale of two workforces" as its quarterly labour market report showed 40 per cent of employees enjoyed pay rises of 2 per cent or more while 39 per cent saw their pay frozen and 3 per cent suffered pay cuts.

Another 18 per cent received a pay rise between 0.1 per cent and

2 per cent in the year to December.

The findings suggest that a large part of the British workforce is still feeling the pinch ahead of the general election in May, even though the average wage increase has outpaced inflation in recent months.

"The figures show a clear gap between employees that have comfortably exceeded the current inflation rate in their pay packets and those who haven't seen any increase at all," CIPD analyst Gerwyn Davies said.

That may help explain why the Conservative Party is still narrow-

ly trailing Labour in most polls, despite the UK's headline economic performance being among the strongest in Europe.

The CIPD survey showed public sector workers were hit the hardest, with 54 per cent of public employers saying their wages were frozen. The Bank of England

said it expected below-zero inflation in coming months.

Manufacturing firms were among the strongest performers with 54 per cent reporting pay hikes of 2 per cent or more, but more than a third of manufacturing and production firms froze pay. Davies said firms across all

sectors were more likely to have awarded large pay increases if their strategy was to maximise value rather than trim costs.

"The role for government is... to understand the levers that can help more firms increase their workplace productivity and move up the quality chain," he said.

North's key role in medical science revolution

Regenerative medicine breaking the barriers

JULIAN WHITE
CEO, WHITE ROSE CONSORTIUM
Twitter: @yorkshirepost

THERE IS a consensus that regenerative medicine, a set of new techniques that restore function by replacing or restoring human tissues and organs, has the potential to revolutionise medical science.

For centuries, we have been fighting disease by killing pathogens and replacing parts of the body when they become damaged or cease to function.

We have cleaned and stitched wounds and provided splints for broken limbs, but medics have essentially been reduced to the role of onlookers in the actual processes of repair and regeneration of the human body.

Regenerative medicine is changing that. For the first time, we are intervening directly in these systems and engineering repairs to stimulate tissue regeneration that would otherwise not be possible.

Apart from the transformation this promises for healthcare, these technologies represent a major economic opportunity.

Their global value has grown from \$1bn to \$5bn over the past three years and, according to the Government's Eight Great Technologies report, Britain has "a leading position" in the field.

The North - and specifically Yorkshire - adds to this strength. The University of Leeds spinout

Tissue Regenix Group, based in York, is one of the most successful medical technology spinouts from a British university in recent years, with a current market capitalisation of £145m.

Our Local Enterprise Partnerships (LEPs) are helping to build up critical mass across their City regions.

The University of Leeds is highlighted in the Eight Great Technologies report as a "world-class" research centre in the field. Key innovations from Leeds include patented methods to remove cells

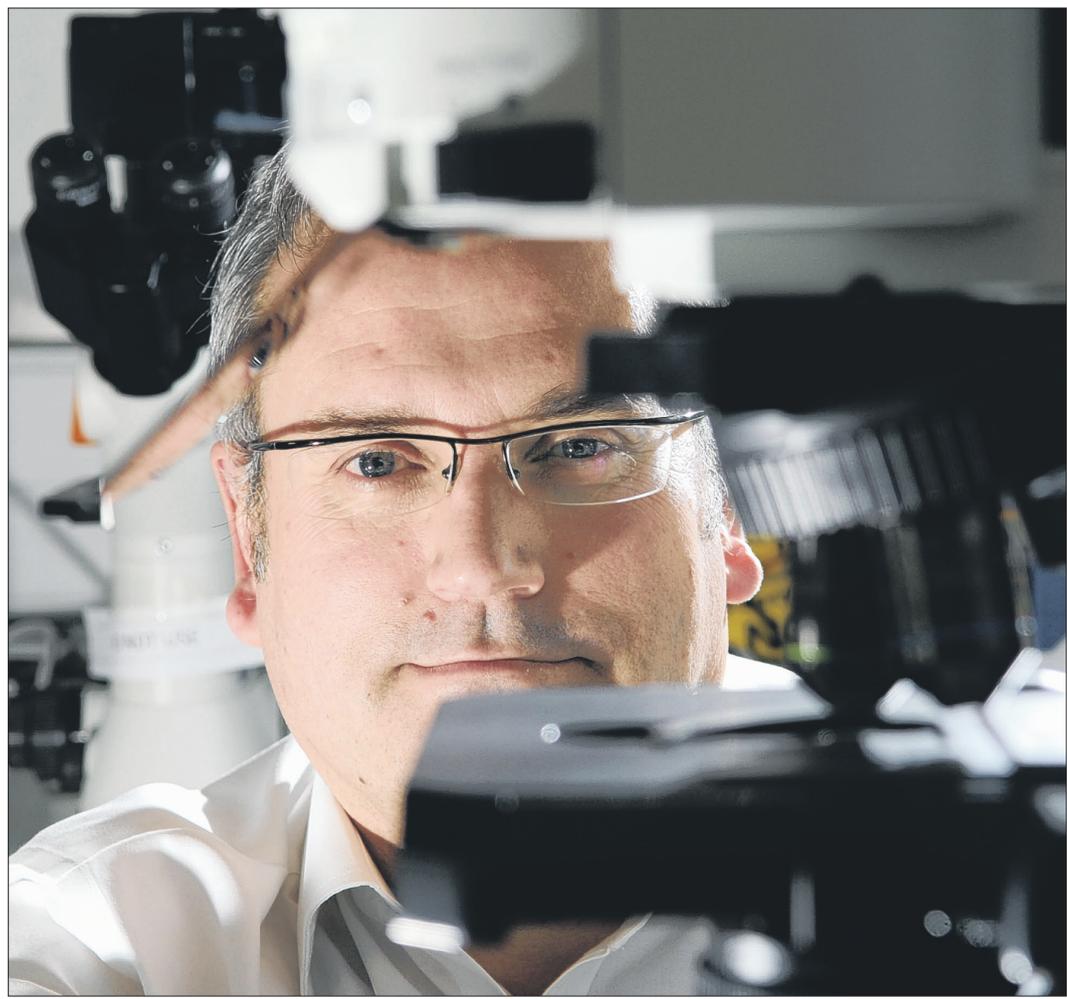
"I believe Yorkshire will reap benefits from regenerative medicine."

Julian White, chief executive of the White Rose Consortium

and DNA from natural tissues, creating decellularised scaffolds that can be implanted into patients without triggering an adverse immune response.

This technology underpins Tissue Regenix Group's products and is also being developed in human-tissue based treatments by the NHS Blood & Transplant Tissue Services.

Another Leeds technology - "self-assembling peptides" (SAPs) - rebuilds tooth enamel, avoiding the need for conventional drilling and filling of teeth, and is being commercialised by



LEADING PLAYER: Antony Odell is the managing director of Tissue Regenix, the successful medical technology spinout.

PICTURE: GERARD BINKS

credentis ag. Other researchers are developing practical stem cell-based therapies for musculoskeletal, cardiovascular and neural disease.

Leeds' work has been backed by major investment. The £11.2m WELMEC Centre of Excellence in Medical Engineering is focussing on medical devices and regenerative therapies that repair, regenerate and replace diseased or damaged tissues.

The £5.7m Engineering and Physical Sciences Research Council (EPSRC) Centre for Innovative Manufacturing in Medical Devices (MeDe Innovation) is transforming the way replacement joints and other implants are made, and the £3.2m EPSRC Centre for Doctoral Training (CDT) in Tissue Engineering and Regenerative Medicine, announced last year, is funding 50 PhD studentships in the field over the next five years.

Leeds' own medical technology

innovation is unified under a single umbrella, the Medical Technologies Innovation and Knowledge Centre (IKC), with a team of innovation professionals responsible for accelerating commercial development.

It is currently working with 66 company partners and £57m has already been invested by industry in products developed in partnership with the IKC.

Leeds also hosts Regener8,

the UK network for the translation of regenerative therapies that brings together 150 academic members and 200 industry partners in regenerative medicine.

Over at the University of Sheffield, a £4.5m 'Hub' adds to our region's remarkable research-led expertise in this field. Pioneering research at Sheffield includes the development of new techniques to help nerves heal faster.

A major project at the Hub, in collaboration with universities from across the UK, is exploring how to scale up production.

York researchers are making important progress in the fields of joint and muscle diseases.

Dr Paul Genever is the York lead scientist for the £6m Arthritis Research UK Tissue Engineering Centre.

Dr Genever is exploring methods to rejuvenate old adult stem cells to re-establish their capacity to repair damaged tissues.

Meanwhile, a York colleague, Dr Gonzalo Blanco, is trying to understand why muscles grow when they work hard, but shrink when they remain inactive.

I believe that Yorkshire will reap significant benefits from regenerative medicine, thanks to cooperation between our local universities and strong links with business.

The Great Eight wonders

THE YORKSHIRE Post has teamed up with the region's top academic institutions to shine a light on Yorkshire's substantial strengths in emerging technologies.

Our monthly series is looking at the areas identified in the Government's 'Great Eight'

strategy (although a ninth has since been added to the list).

They are authored by Julian White, chief executive of the White Rose University Consortium, who is drawing upon the world-leading expertise at the universities of Leeds, Sheffield and York.

Head of print is made board director at agency

Appointments

COMMUNICATIONS AGENCY Brass has promoted its head of print and digital publishing to the position of board director.

Stephen Dudley, who joined Brass in January 2013 from St Ives where he was business development director, will still retain his responsibilities for the print and digital publishing teams, as well as assuming board responsibility for the Brass Media team.

Leeds-based chartered surveyors Carter Towler have announced the promotion of retail agent Anthony Jackson to director.

Specialist recruitment agency



Provide Education has appointed Zoe Griffin to the new post of company resourceur. Ms Griffin's key focus will be to step up the



agency's recruitment of job candidates to work in schools across Yorkshire and the East Midlands. Marketing firm Fantastic Me-



dia has announced a number of changes to its senior management team. Andrew McCarthy, Barry Holder and Darren Labbett

join the full service agency while internal promotions see Paul Whitcroft assume the creative director role, Miles Thorp head the digital offering and Sally Willis move to head of client services. They have also appointed Dominic Agnew as account manager and Mark Rhodes as web developer.

Roy Mowbray has joined Leeds-based housing developer Lovell as business development manager for the company's Eastern region.

JCT600 has promoted Ben Jewsbury to broker key account executive and Rebecca Dallas to local business development manager for its Volkswagen fleet operation based in Bradford.

Student helps to develop vital radiation detectors

A YORKSHIRE university student will help produce portable rapid radiation detection devices for use at airports and science labs.

Richard Haigh, who last year completed his BEng degree in electronics at the University of Huddersfield, has embarked on a two-year project to develop electronic circuitry for the new generation of devices.

When radiation detection technology firm Kromek and the University's School of Computing and Engineering were awarded a £120,000 Knowledge Transfer Partnership (KTP), part-funded by the Government via the official body Innovate UK, Mr Haigh earned the post of KTP Associate through his academic prowess.

He will spend two years with Kromek working on the project to develop a new neutron detection

device, small enough to be worn by the user. The Kromek facility at University of Huddersfield's 3M Buckley Innovation Centre is headed by Dr Ed Marsden.

Electronic circuitry has been designed by Dr Marsden - who formerly worked in the steel industry, where radiation detection is an important issue - and Mr Haigh is playing a key role in analogue circuitry development.

Dr Marsden is enthusiastic about KTPs, which enable companies to work closely with universities.

He said: "They are a very good way of getting high calibre staff who are well motivated and well supported.

"The associates have the benefit of not only working in an interesting role but also gaining a new academic qualification at the end of it."

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