

11 July 2019
Our ref: 5432528

Thank you for your request received on 20 June 2019, for the following information:

I am writing to you to request information on staff pay and conditions at Barnet Council.

1) Does the local authority use the Outer London pay spine introduced in April 2019 (see <http://www.barnetunison.me.uk/wp/wp-content/uploads/2018/05/2018-19-GLPC-Circular-Special-Salary-Arrangements-for-London-2018-2020.pdf> for copy of pay spine) or are local pay rates in operation?

2) If the local authority uses the Outer London pay spine are there variations, eg some spine points paid at a different rate to the Outer London scale?

3) Does the local authority have an agreement to pay employees at least the London Living Wage rate of £10.55ph?

4) For the following job roles:-

- a. Cleaner***
- b. Teaching assistant***
- c. Higher level teaching assistant***
- d. Domiciliary care assistant***
- e. Refuse operative***
- f. Environmental health officer***
- g. Trading standards officer***

If the Outer London pay spine is in use, what are the current minimum and maximum spine points for each job role?

If the Outer London pay spine is not in use, what are the current minimum and maximum salaries for each job role?

5. Please send a copy of council grading structure showing the minimum and maximum spine points for each grade.

We have processed this request under the Freedom of Information Act 2000.

Response

The council holds the information requested and it is attached/ the answers to your questions are below

1) Does the local authority use the Outer London pay spine introduced in April 2019 (see <http://www.barnetunison.me.uk/wp/wp-content/uploads/2018/05/2018-19-GLPC-Circular-Special-Salary-Arrangements-for-London-2018-2020.pdf> for copy of pay spine) or are local pay rates in operation?

LBB has it's own grading structure but the minimum and maximum of each grade correlate to the GLPC spinepoints.

2) If the local authority uses the Outer London pay spine are there variations, eg some spine points paid at a different rate to the Outer London scale?

The spine points are used to determine minimum and maximum of the grade. See the grading structure for the salaries.

3) Does the local authority have an agreement to pay employees at least the London Living Wage rate of £10.55ph?

Yes

4) For the following job roles:-

Cleaner

None directly employed

Teaching assistant

Range from Grade C to G depending on level of Teaching Assistant

Higher level teaching assistant

Range from Grade C to G depending on level of Teaching Assistant

Domiciliary care assistant

None directly employed

Refuse operative

Grade B

Environmental health officer

None directly employed

Trading standards officer

None directly employed

If the Outer London pay spine is in use, what are the current minimum and maximum spine points for each job role?

Please see grades of the post and match these to the salaries on the attached Pay Structure.

If the Outer London pay spine is not in use, what are the current minimum and maximum salaries for each job role?

Please send a copy of council grading structure showing the minimum and maximum spine points for each grade.

See attached.

Further information

If you are interested in the data that the council holds you may wish to visit Open Barnet, the council's data portal. This brings together all our published datasets and other information of interest on one searchable database for anyone, anywhere to access. <http://open.barnet.gov.uk/>

Advice and Assistance : Direct Marketing

If you are a company that intends to use the names and contact details of council officers (or other officers) provided in this response for direct marketing, you need to be registered with the Information Commissioner to process personal data for this purpose. You must also check that the individual (whom you wish to contact for direct marketing purposes) is not registered with one of the Preference Services to prevent Direct Marketing. If they are you must adhere to this preference.

You must also ensure you comply with the Privacy Electronic and Communications Regulations (PECR). For more information follow this Link www.ico.org.uk

For the avoidance of doubt the provision of council (and other) officer names and contact details under FOI does not give consent to receive direct marketing via any media and expressly does not constitute a 'soft opt-in' under PECR.

Your rights

If you are unhappy with the way your request for information has been handled, you can request a review within the next 40 working days by writing to the Information Management Team at: foi@barnet.gov.uk. Or by post to Information Management Team (FOI) London Borough of Barnet, 2 Bristol Avenue, Colindale, NW9 4EW

If, having exhausted our review procedure, you remain dissatisfied with the handling of your request or complaint, you will have a right to appeal to the Information Commissioner at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF (telephone: 0303 123 1113; website www.ico.org.uk). There is no charge for making an appeal.