



Assurance Group
London Borough of Barnet,
2 Bristol Avenue, Colindale,
London NW9 4EW
20 July 2020
Our ref: 6381852

Thank you for your request received on 22 June 2020, for the following information:

Freedom of Information Request

I am writing to make a formal request under the Freedom of Information Act 2000.

Please could you provide UNISON with the following information:

1. What type is your authority?

- a) Combined Authority
- b) County
- c) District
- d) London Borough
- e) Metropolitan
- f) Unitary
- g) Other

2. Please supply a breakdown showing the:

a. Total number of directly employed chief officers and senior managers for each job title and directorate doing the following roles:

i. A Chief Officer designated by the council as an administrative and executive head of either a separate department or of a particular function or service.

ii. Designated by the council as a recognised deputy to any chief officer including an officer of deputy status but whose post may carry a different title.

iii. Chief Officers within scope of the Joint National Council (JNC) agreement.

iv. Senior Managers on National Joint Council or locally determined terms and conditions. Essentially, anyone in a senior management role who is not on chief officers JNC terms and conditions.

v. Statutory Directors

b. Locally determined median/average/actual salary (Excluding any additional

payments, e.g. market supplements, performance related pay, long-service increments), the grade or range for each job title or supply a copy of your Council's policy/pay structure in respect of the pay of its chief officers and senior managers.

c. The spinal column points for chief officers and senior managers employed on National Joint Council (NJC) pay.

3. What pay, terms and conditions do you employ all chief officers and senior managers on? E.g. total number employed on JNC for local authority chief officers (Blue book), NJC (Green Book), Local terms, other (please specify) or a combination of agreements (please give details).

4. Has your council moved directly employed chief officers and senior managers from one set of pay, terms and conditions to another in the last five years?

I. Yes

II. No

5. Have the roles of directly employed chief officer and senior managers been the subject of a pay and grading review within your council in the last 12 months?

I. Yes

II. No

6. What job evaluation scheme is used for Chief Officers and Senior Managers? (Please give details).

7. Supply a breakdown showing the current number of directly employed chief officers and senior managers by race, disability, gender identity, sexual orientation and full-time and part-time employees.

While its understood that under the legislation, responses should be received within 20 working days, I recognise that it may take you longer to respond due to the challenges of COVID-19 faced by your council at this time.

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. What type is your authority?

London Borough

2. Please supply a breakdown showing the:

a. Total number of directly employed chief officers and senior managers for each job title and directorate doing the following roles:

By job title chief officers and senior managers can be identified so the council has provided numbers by directorate only:

Chief Executive x1

Family Services x21

Adults and Communities x20

Assurance x7

Environment x4

Finance x14

Growth & Corporate Services x 13

Streetscene x4

i. A Chief Officer designated by the council as an administrative and executive head of either a separate department or of a particular function or service.

Please note question to iii

ii. Designated by the council as a recognised deputy to any chief officer including an officer of deputy status but whose post may carry a different title.

Please note question to iii

iii. Chief Officers within scope of the Joint National Council (JNC) agreement.

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iv. Senior Managers on National Joint Council or locally determined terms and conditions. Essentially, anyone in a senior management role who is not on chief officers JNC terms and conditions.

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v. Statutory Directors

b. Locally determined median/average/actual salary (Excluding any additional payments, e.g. market supplements, performance related pay, long-service increments), the grade or range for each job title or supply a copy of your Council's policy/pay structure in respect of the pay of its chief officers and senior managers. Please note the numbers of officers at each grade:

Grade 1 x1

Grade 2 x1

Grade 4 x4

Grade 5 x6

Grade 6 x12

Grade 7 x39

Grade 8 x18 c. The spinal column points for chief officers and senior managers employed on National Joint Council (NJC) pay.

Please note attached Unified Reward Pay Scales

3. What pay, terms and conditions do you employ all chief officers and senior managers on? E.g. total number employed on JNC for local authority chief officers (Blue book), NJC (Green Book), Local terms, other (please specify) or a combination of agreements (please give details).

We employ our Chief Officers on locally set terms and conditions. We appointed them initially on a locally agreed contract in 2012 as part of a review of our Senior Management Structure, having previously employed them on HAY contracts under NJC. This was then updated by a review of the whole council's pay arrangements in 2016, called "Unified Reward".

4. Has your council moved directly employed chief officers and senior managers from one set of pay, terms and conditions to another in the last five years?

Yes

5. Have the roles of directly employed chief officer and senior managers been the subject of a pay and grading review within your council in the last 12 months?

No – individual roles have been looked at but the last whole scale review of Senior Management grades concluded in April 2019.

6. What job evaluation scheme is used for Chief Officers and Senior Managers? (Please give details).

We use the HAY Scheme for Chief Officers/ Senior Managers, and all Council Staff in line with the above mentioned Unified Reward Scheme.

7. Supply a breakdown showing the current number of directly employed chief officers and senior managers by race, disability, gender identity, sexual orientation and full-time and part-time employees.

Please note the numbers below:

Race

The majority is 49 White British with the rest made up of BAME

Disability

The majority have no disability

Gender Identity

A 50% 50% male/female split

Sexual Orientation

The majority is 62 heterosexual

Full Time and Part Time employees

The majority is 60 full time with the rest part time

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.