

London Borough of Barnet  
2 Bristol Avenue,  
Colindale,  
London, NW9 4EW  
16 June 2022  
Our ref: 8287841

Thank you for your request received on 19 May 2022, for the following information:

**Dear FOI Officer**

**We are undertaking some analysis of rates of pay and public procurement by local authorities.**

**Under the Freedom of Information Act 2000, please could you provide us with the following for your local authority:**

**Traffic enforcement**

- \* Does your local authority have responsibility for civil enforcement and car parking services?**
- \* If so, is that service delivered in-house by the council or outsourced to a contractor/contractors?**
- \* If outsourced, please provide the name of the contractor or contractors delivering the service.**
- \* When the procurement contract for this service is set to expire or be renewed and whether there are any break clauses or dates within the contract.**

**Libraries**

- \* Does your local authority have responsibility for library services?**
- \* If so, is that service delivered in-house by the council or outsourced to a contractor/contractors?**
- \* If outsourced, please provide the name of the contractor or contractors delivering the service.**
- \* When the procurement contract for this service is set to expire or be renewed and whether there are any break clauses or dates within the contract.**

**Pay rates**

**Please provide a list of job roles in the following services with the pay point they sit on within the NJC pay spine (if applicable)**

- \* Library services**
- \* Civil enforcement/traffic wardens**
- \* Waste and refuse workers including HGV drivers**
- \* Caretakers, gardeners and parks**
- \* Social workers**
- \* Social care services**

**Premium rates of pay**

- \* Are there any employees who receive premium rates of pay for working**

patterns above those set out within the NJC agreement?

\* If so, please provide the job descriptions and services they provide and details of the premium rates of pay

\* Does your council apply any recruitment and retention premia to help recruit staff into hard to fill roles?

\* If so please provide the job descriptions and services they provide and details of the premium rates of pay

We understand that under the Act we are entitled to a response within 20 working days of your receipt of this request.

Some parts of the request may be easier to answer than others. Should this be the case, we request that you release the most readily available information as soon as possible.

If this request is denied in whole or in part, we ask that you justify all deletions by reference to specific exemptions of the act. We will expect all non-exempt material to be released and reserve the right to appeal your decision to withhold any information or to charge excessive fees. We would prefer to receive the information electronically if possible.

Under your section 16 duty to provide advice and assistance, we request that you please contact me if you require any clarification or if you find any aspect of this FOI request problematic.

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

## **Response**

I can confirm that London Borough of Barnet holds the information you requested and our response is below and attached.

However, we believe that the exemptions detailed below apply to some of this information and this is withheld. Please see the Refusal Notice below.

***Dear FOI Officer***

***We are undertaking some analysis of rates of pay and public procurement by local authorities.***

***Under the Freedom of Information Act 2000, please could you provide us with the following for your local authority:***

***Traffic enforcement***

***\* Does your local authority have responsibility for civil enforcement and car parking services?***

Yes

***\* If so, is that service delivered in-house by the council or outsourced to a contractor/contractors?***

Outsourced

***\* If outsourced, please provide the name of the contractor or contractors delivering the service.***

NSL Ltd

***\* When the procurement contract for this service is set to expire or be renewed and whether there are any break clauses or dates within the contract.***

The contract has an initial term of five years from 01/11/2018 with option to extend for up to two years.

### ***Libraries***

***\* Does your local authority have responsibility for library services?***

Yes

***\* If so, is that service delivered in-house by the council or outsourced to a contractor/contractors?***

10 libraries are delivered in-house and 4 libraries are managed by community organisations in partnership with the Council.

***\* If outsourced, please provide the name of the contractor or contractors delivering the service.***

The community partners are: Kisharon, Inclusion Barnet and NW7 Hub.

***\* When the procurement contract for this service is set to expire or be renewed and whether there are any break clauses or dates within the contract.***

Current contracts expire in 2027. There are no break clauses.

### ***Pay rates***

***Please provide a list of job roles in the following services with the pay point they sit on within the NJC pay spine (if applicable)***

- \* Library services***
- \* Civil enforcement/traffic wardens***
- \* Waste and refuse workers including HGV drivers***
- \* Caretakers, gardeners and parks***
- \* Social workers***
- \* Social care services***

None of our roles sit on specific pay points within the NJC spine. We have our own grades and whilst the top and bottom are aligned with the GLPC pay spine, the salary can be anywhere within the grade.

### ***Premium rates of pay***

***\* Are there any employees who receive premium rates of pay for working patterns above those set out within the NJC agreement?***

No

***\* If so, please provide the job descriptions and services they provide and details of the premium rates of pay***

N/A

***\* Does your council apply any recruitment and retention premia to help recruit staff into hard to fill roles?***

Recruitment and retention policy attached.

***\* If so please provide the job descriptions and services they provide and details of the premium rates of pay***

See refusal notice below.

***We understand that under the Act we are entitled to a response within 20 working days of your receipt of this request.***

***Some parts of the request may be easier to answer than others. Should this be the case, we request that you release the most readily available information as soon as possible.***

***If this request is denied in whole or in part, we ask that you justify all deletions by reference to specific exemptions of the act. We will expect all non-exempt material to be released and reserve the right to appeal your decision to withhold any information or to charge excessive fees. We would prefer to receive the information electronically if possible.***

***Under your section 16 duty to provide advice and assistance, we request that you please contact me if you require any clarification or if you find any aspect of this FOI request problematic.***

## **Refusal Notice Section 40(2)**

[Part 1 of Schedule 19](#) of the Data Protection Act 2018 amends the personal data exemption under section 40 of the Freedom of Information Act 2000(FOI). These are consequential amendments designed to ensure that the correct provisions of the GDPR and the new Act are referenced instead of the now repealed DPA 1998. They will not fundamentally impact when personal data can, and cannot, be disclosed in response to an FOI request.

Personal Information is governed by the Data Protection Act legislation and is defined as any information relating to an identified or identifiable natural person ('data subject'). It adds that: an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location number, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

The withheld information is exempt because disclosure would contravene the first data protection principle which requires that personal data is processed fairly and lawfully. Disclosure of the requested information would breach this principle and in particular the requirement of fairness as it could lead to the identification of individuals.

## **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](http://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](mailto:foi@barnet.gov.uk). Or by post to Records & Information Management Service, Assurance Group, 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](http://www.ico.org.uk)). There is no charge for making an appeal.