



UNISON REPORT to:

COMMITTEE Remuneration Committee

DATE AND TIME Thursday 13th September 2012, 7.30pm

VENUE Hendon Town Hall

Barnet UNISON

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2012

Recommendations

- 1) **Do not move from National Pay Bargaining**
- 2) **Do not implement Hay grade on grades not currently on Hay**
- 3) **In order to achieve 1 unified method of evaluating pay, consider using GLPC on all grades**
- 4) **Do not introduce Performance Related Pay, but use existing policies to deal with issues of performance**
- 5) **Review the efficacy of the Market Factor Supplement Policy in addressing recruitment/ retention issues.**
- 6) **Enter into a serious dialogue with the unions about “growing” talent within the organisation as a means of motivating staff.**

Background

- 1) By 2015 the only possible employees London Borough of Barnet will be employing will be senior managers, school support staff and social workers/ colleagues carrying out social work functions.
- 2) We are concerned that in actual fact “market” comparisons in these sectors of work, will in practice mean a race to the bottom in terms and conditions.
- 3) UNISON believes only National pay bargaining will protect the pay for this overwhelmingly female workforce.
- 4) The current method of evaluating pay in the Council is done by using GLPC. This is a tool which is transparent to all parties and it is Equalities proof. There is an appeal process. Trade Union representatives are able to scrutinise the grades with their members.
- 5) Hay does not have an appeals process. As it is not open to Trade Union scrutiny, it is not as protected against claims of unequal pay.
- 6) We believe Hay will mean even worse pay for those staff struggling on low pay, whilst the better paid members of staff will see their pay raised. In other words the trend to ever greater gaps of pay between the lowest paid and highest paid will be further exacerbated.
- 7) Increasing the pay dispersal will reduce the career opportunities for staff members.
- 8) At least half the staff affected by these changes are school support staff and the majority of these are women. We believe they will be adversely affected – otherwise why was no modelling showing direct comparisons – been put into this report? These staff contribute positively year after year to the glowing academic achievements attained by Barnet school students. The key thing holding back our members in schools is a blank refusal to move Teaching Assistants through the Levels they should be entitled to. Performance related pay, of sorts, is available but is not used in a positive way.

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- 9) Introducing Performance Related Pay will increase the stress at work and the number of aggrieved colleagues who may or may not take out a Grievance.
 - 10) The Council had programmes to “grow your own” talent within the organisation, but these are being discouraged and access is restricted. We believe if these were continued and expanded this would be the best way of motivating colleagues as they would see a clear career path for them. At a time of high unemployment, Barnet should not have to rely on attracting candidates away from established employers.
 - 11) UNISON has no record of any managers anywhere in the Council formally or informally approaching the union to discuss ways of stepping outside the pay-freeze or complaining about the pay-freeze adversely affecting recruitment and retention.
 - 12) There is no record of the local union branch opposing pay rises for its members.
 - 13) During the last national pay negotiations George Osborne gave the go-ahead for local Councils to increase pay by £250 to each member of staff earning less than £21,000p.a. Whilst other Councils have implemented this, London Borough of Barnet has not done so.
 - 14) We can only conclude the issue about mentioning the pay-freeze as against the rises in pay in the private sector in the report, is a complete red-herring. It has been put there to confuse the real agenda on pay for the majority of Council staff.

Questions for the Committee

- 1) Why has no modelling done on projections of Hay grade evaluations on a couple of groups of workers been provided in order to give this committee a clearer idea about who would be moving up and who would be moving down in grade? Two obvious groups to have chosen for modelling would be social workers and teaching assistants as these are some of the biggest groups left over after the privatisation projects.
- 2) Why is there no explanation as to why the Council had two pay evaluation schemes – Hay for senior members of staff and GLPC for all other grades?
- 3) Where is the equalities impact assessment for this proposal?
- 4) Hay job evaluation scheme does not have an appeals process. Where is the process for appeal?
- 5) The Green Book is the National terms and conditions, so what does the statement mean, “Replace all other national terms with Green Book”? (p.9).