

**Cath Shaw**  
Interim Chief Executive  
Barnet London Borough  
2 Bristol Avenue  
Colindale  
NW9 4EW

**Private and Confidential**

**Date:** 11 November 2024

Dear colleague,

Thank you for your letter.

As your Trade Union representative has informed you, the Council entered discussion with Trade Unions regarding the Unified Reward Terms and Conditions. One of the items discussed was the review of the grades A to E. This was because successive flat rate pay awards had in essence increased the lowest grades more than the ones above meaning there was an overlap between the grades. The review of Grades A to E looked to address the overlaps and future proof the bottom of the pay scale against further increases in minimum wage.

I recognise the cost-of-living issues that we are experiencing as a nation and appreciate that some employees are having to cope with financial challenges as a result. Please be assured that I am committed to ensuring that all Barnet employees receive a fair wage for the work and responsibilities they deliver on behalf of the Council and the residents of Barnet. In view of this, I can confirm that a proposal will be submitted to the Council's Employment Sub Committee in the coming weeks to adjust the salaries and pay scales within grades A to E from 01 April 2025.

I understand from your letter that you had hoped that this matter would be considered and actioned in this financial year. The Council, like many others, is navigating its way through difficult financial times and is having to make cost conscious decisions to ensure it can balance its budget at the end of the year. I am afraid it will not be possible to implement these changes within the current financial year. I will of course come back to you with an update as soon as the Employment Sub Committee has considered the proposed adjustment.

In the meantime, I am pleased to be able to report that agreement has now been reached on negotiations on the National Pay Award. All employees below grade L will receive an additional £1,491 in their salary this financial year. November payslips will be adjusted to reflect this, and payment will be back dated to 01 April 2024.

Thank you once again for contacting me and for your hard work and commitment, it is very much appreciated.

Yours faithfully

A handwritten signature in black ink that reads "Cath Shaw". The signature is written in a cursive, flowing style.

Cath Shaw  
Interim Chief Executive