

Barnet UNISON members branch meeting

COUNCIL CUTS MEETING

Join us online here

2 December 2024

6.30 TO 7.30 PM

CLICK HERE TO JOIN THE MEETING

The Barnet Group members meeting

THE BARNET GROUP MEMBERS MEETING

**Wednesday 11th December
6pm**



Agenda

Budgets | Cuts | Equality | T&C's | Pensions

Scan the QR code to join the meeting



“No stone left unturned” Number 3: Does it make sense to have a Barnet Council CEO & CEO The Barnet Group.



For transparency the salary details of the Barnet Council Chief Executive salary are
£201,456 to £212,685

(Source: https://www.barnet.gov.uk/sites/default/files/pay_policy_statement_2024_2025.pdf)

Barnet Council have responded positively to our request for oncosts information for posts to enable Barnet UNISON to understand the true cost for all posts in the Council.

In the case of the Barnet CEO if oncosts are applied to the figures above the total oncosts would be **£285,214 to £301,183.**

Oncosts include National Insurance contributions along with Pension contributions. All staff working directly working for Barnet Council can join the Local Government Pension Scheme (LGPS) which is a Defined Benefit Scheme.

For transparency the salary details of CEO of The Barnet Group (TBG) are as follows:
“The highest paid director cost **£218,643** including **£16,132** of contributions to a defined benefit scheme on the same employees (2023: £211,477).”

Source: <https://thebarnetgroup.org/download/the-barnet-group-financial-statements-2023-24/>

For transparency Barnet UNISON has emailed TBG to seek clarity about the calculations above. There is no mention to oncosts for this role and we assume that National Insurance contributions are being made for this post. Barnet UNISON also noticed that it refers to “**contributions to a defined benefit scheme.**” Barnet UNISON understands that staff working for TBG are not able to join LGPS (which is a defined benefit scheme) and are instead offered to join a Defined Contribution Scheme which is not comparable to LGPS.

Meanwhile in response to Barnet UNISON proposal to save money in or original post

“**UPDATED: Barnet Council the Tale of “Three Chief Executives and one plumber”** <https://www.barnetunison.me.uk/wp/2024/10/18/barnet-council-the-tale-of-three-chief-executives-and-one-plumber/> by having One Council, Barnet Council have been quick to point out that the CEO of TBG is paid the same as an Executive Director of Housing in other London Councils.

UNISON comment.

Barnet UNISON conducted a short survey of equivalent salaries for Housing in other London Councils.

1. Ealing Council

Strategic Director £139,830 £185,268

https://www.ealing.gov.uk/download/downloads/id/12546/appendix_1_-_organisational_context_and_principles_for_pay_policy.pdf

2. Haringey Council

Director Place and Housing £165,000 – £170,000

<https://new.haringey.gov.uk/sites/default/files/2024-08/Haringey%20staff%20list%20with%20pay%20grades%202024%20.pdf>

3. Croydon Council

Corporate Director Housing £146,020 – £154,731

<https://democracy.croydon.gov.uk/documents/s43397/Appendix%201b.pdf>

4. Enfield Council

Strategic Director  Housing & Regeneration £130,000  £134,999

https://www.enfield.gov.uk/_data/assets/pdf_file/0024/3696/Structure-data-Your-council.pdf

5. Harrow Council

Director of Housing Place D2 £113,358 – £127,368

https://www.harrow.gov.uk/downloads/file/32034/Senior_Managers_Pay_20222023.pdf

As we don't know how TBG calculate oncosts the above data does suggest that there could be a saving if the Housing Service was run by a senior officer working directly for Barnet Council rather than a CEO.

Barnet UNISON is waiting for the breakdown of how TBG calculates oncosts for their posts. In the meantime, our members are under considerable stress due to the financial crisis facing the Council.

Before any services or jobs are deleted Barnet Council must show full transparency by insisting that TBG comply with **Localism Act 2011 – Openness and accountability in local pay**

“1.1. Section 38(1) of the Localism Act 2011 requires local authorities to publish an annual pay policy statement.

In the Pay Policy document that is published annually the Council set out the reasons why they publish the salaries of certain Council posts.

You can view the relevant paragraph below and here is the link

https://www.barnet.gov.uk/sites/default/files/pay_policy_statement_2024_2025.pdf

Related Remuneration and Transparency Context

1.5. The Council follows the transparency requirements on remuneration as set out in the Local Government Transparency Code 2015 issued in February 2015 by the then Department for Communities and Local Government; and specific guidance relevant to the Localism Act issued by the Department in February 2012 and February 2013.

1.6. The Code of Recommended Practice for Local Authorities on Data Transparency includes publishing information relating to salaries over £58,200. Similarly, the Local Government Transparency Code 2015 stipulates that salaries over £50,000 should be published. In order to comply with both Codes, the Council publishes a summary of posts that are paid more than £50,000. The summary is available on the website of the Council and is periodically updated.”

Barnet UNISON is waiting to hear back from Barnet Council on this point.

[“No stone left unturned” Number 4: What about the senior management review?](#)



On 17 September 2024 Barnet UNISON responded to news of the impending financial crisis by submitting the following proposal:

“One Chief Executive not three: plus, a senior management review.”

UNISON proposes that for starters Barnet Council deletes two chief executive roles as part of the major review of all senior management roles starting from Head of Service, Assistant Directors, Directors, Executive Directors before any decisions are taken about cutting vacancies/redundancies, raising charges and or cutting services to residents.”

Source: <https://www.barnetunison.me.uk/wp/2024/10/18/barnet-council-the-tale-of-three-chief-executives-and-one-plumber/>

To date we have **not** had a response.

UNISON comment.

Barnet UNISON would like to confirm that we are expecting this review to include the senior management across the two outsourced local authority trading companies known as The Barnet Group (TBG) and Barnet Education and Learning service (BELs).

There are several reasons. The first is that Barnet Council defends the existence of these two companies by stating they are simply an extension of the Council and that similar roles exist in other London Councils, in which case the senior management

teams (SMT) across these companies must form part of the chief executive's senior management restructure. Both companies are owned by the London Borough of Barnet.

Before any jobs are cut and services cut the accountability must start from the top and that includes all three SMTs.

How bad could cuts to services be where you live?

Years of central government underfunding, growing demand for services and spikes in inflation and energy costs have cost councils billions. Now services we all rely on are facing catastrophic cuts.

[Click on the here to find out the funding gap in your council.](#)

Opinion: Why mental health matters for young workers

It's TUC Young Workers' Month and UNISON's young members are using it to promote their campaign, Young Members' Mental Health Matters!



In November, we mark TUC Young Workers month – a time for highlighting the contributions of young workers within the trade union movement, but also for

publicising the issues that young people face in the workplace and beyond.

UNISON's young members launched a campaign this summer called [Young Members' Mental Health Matters!](#) It aims to do a number of things – first of all, to highlight the impact of mental health in the workplace, for all workers but above all for younger people.

We have always known that mental health is a big issue for young workers, but when we did a survey of UNISON's young members in 2022, we were shocked at the results.

Over 80% of young members told us that they had experienced a mental health problem in the last year. Of those, around 20% said their mental health problems were caused by work, and around 60% said that work affected their mental health negatively.

[Click here to read further](#)

[Big solidarity from Jim Morris Knight, UNISON representative of the environment agencies on water, environment and transport.](#)



Click above image to watch the video



Copyright © 2024 Barnet UNISON, All rights reserved.

You have received this e-mail because you are a member of Barnet UNISON or because you have subscribed at our website.

Our mailing address is:

Barnet UNISON, Room 1.9, 2 Bristol Avenue, Colindale
London NW9 4EW

To unsubscribe please email your full name and 'unsubscribe to eNews'
to contactus@barnetunison.org.uk