

# Minutes of the Employment Sub-Committee

23 January 2024

Members Present:-

Councillor Emma Whysall (Chair)  
Councillor Barry Rawlings (Vice-Chair)

Councillor Daniel Thomas

Also in attendance

Mr Jon Bell, Assistant Director – Human Resources & Organisational Development  
Mr Prodromos Mavridis, HR Policy and Reward Lead

## 1. ABSENCE OF MEMBERS

None.

## 2. MINUTES OF THE PREVIOUS MEETING

Resolved that the minutes of the meeting held on 26 September 2023 be approved as a correct record.

## 3. DECLARATION OF MEMBERS' DISCLOSABLE PECUNIARY INTERESTS AND OTHER INTERESTS (IF ANY)

None.

## 4. PUBLIC COMMENTS AND QUESTIONS (IF ANY)

None.

## 5. PAY POLICY STATEMENT 2024/25

Jon Bell, Assistant Director of Human Resources and Organisational Development, presented the report on the annual Pay Policy Statement 2024/2025 in line with statutory requirements.

It was noted that Barnet has an inverse gender pay gap, i.e. female staff were on average pay more than male staff. This was due to the particular mix of service areas that had been outsourced and retained in-house. It was noted that this gap had narrowed in the past year.

Additionally, there was no statutory responsibility to report on ethnicity pay gap. However, the Council was closely monitoring developments in ethnicity pay gap reporting and information was available on the Council website.

Members referred to the annual pay review in the report and queried whether any work was done to check consistencies between service areas of the Council. It was noted that

although differential pay awards have been formally adopted in the pay structure, these have not been applied in recent years for a number of practical reasons. This aspect of the pay structure was currently under review, and negotiations were underway with trade unions.

**Resolved that the Employment Sub-Committee considers the Pay Policy Statement as outlined in Appendix A and refers it to the next meeting of the Full Council on 27 February 2024 (Budget Council) for approval.**

**6. ANY ITEM(S) THE CHAIR DECIDES ARE URGENT**

None.

The meeting finished at 10.11am