

**Meeting**

**EMPLOYMENT SUB-COMMITTEE**

**Date and time**

**Wednesday 8TH MAY, 2024**

**At 1.30 PM**

**Venue**

**CIVIC ROOM - HENDON TOWN HALL**

**To: Members of Employment SUB-COMMITTEE (quorum 3)**

Chair: Councillor Emma Whysall  
Vice Chair: Councillor Barry Rawlings

Councillor Zahra Beg  
Councillor Alex Prager

Councillor Daniel Thomas

Councillor Giulia Monasterio

**Substitute Members**

Ross Houston

David Longstaff

**You are requested to attend the above meeting for which an agenda is attached.**

**Andrew Charlwood – Head of Governance**

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**Assurance Group**

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## Order of Business

Item No	Title of Report	Pages
1.	Minutes of the Previous Meeting	3 - 4
2.	Absence of Members (if any)	
3.	Declarations of Members Disclosable Pecuniary Interests and Other Interests (if any)	
4.	Appointment of Interim Chief Executive (Head of Paid Service)	5 - 12
5.	Motion to Exclude the Press and Public	
6.	Any item(s) the Chair decides are Urgent	

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# Minutes of the Employment Sub-Committee

23 January 2024

Members Present:-

AGENDA ITEM 1

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

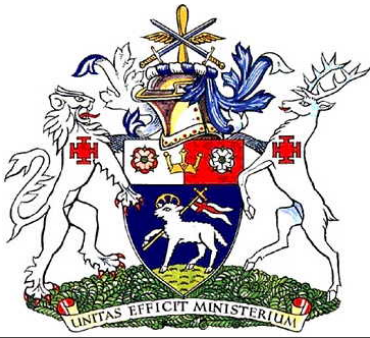
although differential pay awards have been formally adopted in the pay structure, these have not been applied in recent years for a number of practical reasons. This aspect of the pay structure was currently under review, and negotiations were underway with trade unions.

**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



## Employment Sub-Committee

<b>Title</b>	<b>Appointment of Interim Chief Executive (Head of Paid Service)</b>
<b>Date of meeting</b>	8 May 2024
<b>Report of</b>	Assistant Director – Human Resources & Organisational Development
<b>Wards</b>	All Wards
<b>Status</b>	Public with accompanying exempt appendix (Not for publication by virtue of paragraphs 1 and 2 of Part 1 of Schedule 12A of the Local Government Act 1972)
<b>Urgent</b>	No
<b>Appendices</b>	Appendix 1 – Candidate information for consideration for post of Interim Chief Executive (Head of Paid Service) (Exempt)
<b>Officer Contact Details</b>	Jon Bell – Assistant Director Human Resources and Organisational Development, <a href="mailto:jon.bell@barnet.gov.uk">jon.bell@barnet.gov.uk</a> , 020 8359 2330

### Summary

This report requests the Sub-Committee to consider the matter and make a recommendation to Full Council for the appointed to the position of Interim Chief Executive (Head of Paid Service).

### Recommendation

**That the Sub-Committee makes a recommendation to Council for the appointment to the post of Interim Head of Paid Service (Interim Chief Executive) until such time as a permanent appointment is made.**

#### 1. Reasons for the Recommendations

- 1.1 The Chief Executive (Head of Paid Service) will be standing down at the end of June 2024. An interim appointment is needed but in the longer term, it will be necessary to make a permanent appointment to the role of Chief Executive (Head of Paid Service).
- 1.2 Under the Constitution, the Employment Sub-Committee has responsibility for making a recommendation to Full Council on the appointment of the Head of Paid Service.

<b>2. Alternative Options Considered and Not Recommended</b>	
2.1	To leave the Chief Executive post vacant: This is not recommended as there is a need for strong leadership to continue the transformation of the Council, continue delivering Our Plan for Barnet to residents and a need for continued stability within the organisation.
<b>3. Post Decision Implementation</b>	
3.1	After the decision has been made by Full Council the normal HR procedures will be followed.
<b>4. Corporate Priorities, Performance and Other Considerations</b>	
	<b>Corporate Plan</b>
4.1	The proposal set out in this report is critical to the achievement of the corporate priorities set out in Our Plan for Barnet 2023 – 2026.
	<b>Corporate Performance / Outcome Measures</b>
4.2	N/A
	<b>Sustainability</b>
4.3	N/A
	<b>Corporate Parenting</b>
4.4	N/A
	<b>Risk Management</b>
4.5	Not appointing to the post of Interim Chief Executive does carry risks for the council.
	<b>Insight</b>
4.6	N/A
	<b>Social Value</b>
4.7	N/A.
<b>5. Resource Implications (Finance and Value for Money, Procurement, Staffing, IT and Property)</b>	
5.1	The cost of this interim appointment will be contained within existing budget provision.

## 6. Legal Implications and Constitution References

### Appointment of the Interim Chief Executive (Head of Paid Service)

- 6.1 The appointment of an Interim Chief Executive (Head of Paid Service) pursuant to the terms of reference of Council (1.15) and Rule 3.2.4(b) of the Constitution, requires approval of Full Council following the recommendation of a committee of the council under Rule 3.2.4(a).
- 6.2 The Employment Sub-Committee has the power to make recommendations to Council on the appointment of Head of Paid Service pursuant to paragraph 8.1.1 of Part 2B of the Constitution (Terms of Reference & Delegation of Duties to Committees and Sub-Committee).

#### Rule 3.2.4 of Part 4C HR Regulations – Appointment of Head of Paid Service

<i>Rule</i>	<i>Action</i>
(a) The Full Council will approve the appointment of the Head of Paid Service following the recommendation of such an appointment by a committee of the council. Full Council must also approve the dismissal of the Head of Paid Service	The Employment Sub-Committee will make a recommendation on the appointment of the Head of Paid Service for approval by Full Council.
(b) The full Council may only make or approve the appointment of the Head of Paid Service.	

## 7. Consultation

- 7.1 Consultation with staff and relevant union representation is currently taking place.

## 8. Equalities and Diversity

- 8.1 This process is governed by statutory requirements and by the Council's own internal policies.

## 9. Background Papers

- 6.1 None.

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By virtue of paragraph(s) 1, 2 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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