

In respect of the senior management savings the view of the S151 officer is to advise caution. While the saving is possible, all positions are graded through an objective point-based process. The final decision of the remuneration terms should reflect the requirements of the role, level, longevity of the role, and value for money considerations. Lower salaries may not encourage experienced directors to apply to work at Barnet, and the employment conditions might not be competitive enough to attract potential leaders. The reduction in salaries could mean that senior salary grades are reduced by 2 grades, and therefore making existing post holders eligible for redundancy payments through not being offered suitable alternative employment.

In order to deliver the savings, alternative job descriptions will be required and recruited to. If there are issues with recruitment this could cause an increase in the use of agency staff.