

# **BIRMINGHAM CITY COUNCIL**

## **MEETING OF THE CITY COUNCIL**

**TUESDAY, 06 FEBRUARY 2024 AT 14:00 HOURS**  
**IN COUNCIL CHAMBER, COUNCIL HOUSE, VICTORIA SQUARE,**  
**BIRMINGHAM, B1 1BB**

### **A G E N D A**

#### **1 NOTICE OF RECORDING**

Lord Mayor to advise that this meeting will be webcast for live or subsequent broadcast via the Council's Public-I microsite [\(please click this link\)](#) and that members of the press/public may record and take photographs except where there are confidential or exempt items.

#### **2 DECLARATIONS OF INTERESTS**

Members are reminded they must declare all relevant pecuniary and other registerable interests arising from any business to be discussed at this meeting.

If a disclosable pecuniary interest is declared a Member must not participate in any discussion or vote on the matter and must not remain in the room unless they have been granted a dispensation.

If other registerable interests are declared a Member may speak on the matter only if members of the public are allowed to speak at the meeting but otherwise must not take part in any discussion or vote on the matter and must not remain in the room unless they have been granted a dispensation.

If it is a 'sensitive interest', Members do not have to disclose the nature of the interest, just that they have an interest.

Information on the Local Government Association's Model Councillor Code of Conduct is set out via <http://bit.ly/3WtGQnN>. This includes, at Appendix 1, an interests flowchart which provides a simple guide to declaring interests at meetings.

**3 MINUTES**

To confirm and authorise the signing of the Minutes of the extraordinary meeting held on 9 January 2024 and of the meeting held on 9 January 2024.

**4 LORD MAYOR'S ANNOUNCEMENTS**

**(1400-1410)**

To receive the Lord Mayor's announcements and such communications as the Lord Mayor may wish to place before the Council.

**5 PETITIONS**

**(10 minutes allocated) (1410-1420)**

To receive and deal with petitions in accordance with Council Rules of Procedure (B4.4 E of the Constitution)

As agreed by Council Business Management Committee a schedule of outstanding petitions is available electronically with the published papers for the meeting and can be viewed or downloaded.

**6 QUESTION TIME**

**(70 minutes allocated) (1420-1530)**

To deal with oral questions in accordance with Council Rules of Procedure (B4.4 F of the Constitution).

- A. Questions from Members of the Public to any Cabinet Member or Ward Forum Chair (20 minutes)
- B. Questions from any Councillor to a Committee Chair, Lead Member of a Joint Board or Ward Forum Chair (up to 10 minutes)
- C. Questions from Councillors other than Cabinet Members to a Cabinet Member (up to 20 minutes)
- D. Questions from Councillors other than Cabinet Member to the Leader or Deputy Leader (up to 20 minutes)

**7 APPOINTMENTS BY THE COUNCIL**

**(5 minutes allocated) (1530-1535)**

To make appointments to, or removal from, committees, outside bodies or other offices which fall to be determined by the Council.

99 - 116

8 **SCRUTINY BUSINESS REPORT**

**(55 minutes allocated) (1535-1630)**

Councillor Sir Albert Bore to move the following recommendation:

"That the report be noted".

(break 1630-1700)

117 - 150

9 **ANNUAL REPORT OF THE INDEPENDENT REMUNERATION PANEL**

**(25 minutes allocated (1700-1725))**

Councillor John Cotton to move the following recommendations:

That City Council

1. Receives and considers the annual report of the Independent Remuneration Panel.

2. That Council give due regard to recommendations made by the Independent Remuneration Panel (IRP).

3. That Council agrees to accept the recommendations either in full, in part or not at all:

(a) For 2023/24, the recommendations set out on page 2 of the IRP report as set out in appendix 1.

(b) For 2023/24 and 2024/25 the recommended basic and Special Responsibility Allowances as set out in appendices 7, 8 and 9 of the IRP report.

151 - 156

10 **DECISIONS NOT ON THE FORWARD PLAN AND THOSE AUTHORISED FOR IMMEDIATE IMPLEMENTATION**

**(10 minutes allocated) (1725-1735)**

Councillor John Cotton to move the following recommendation:

"That Full Council notes the report".

157 - 160

11 **MOTIONS FOR DEBATE FROM INDIVIDUAL MEMBERS**

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**(90 minutes allocated) (1735-1905)**

To consider the attached Motions of which notice has been given  
in accordance with Council Rules of Procedure (B4.4 G of the  
Constitution).

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**EXTRAORDINARY MEETING  
OF BIRMINGHAM CITY  
COUNCIL, TUESDAY, 9  
JANUARY 2024**

**MINUTES OF THE EXTRAORDINARY MEETING OF BIRMINGHAM  
CITY COUNCIL HELD ON TUESDAY, 9 JANUARY 2024 AT 1315  
HOURS IN THE COUNCIL CHAMBER, COUNCIL HOUSE,  
BIRMINGHAM**

**PRESENT**:- Lord Mayor (Councillor Chaman Lal) in the Chair.

**Councillors**

Akhlaq Ahmed	Alex Aitken	Deirdre Alden
Robert Alden	Gurdial Singh Atwal	Raqeeb Aziz
Shabina Bano	David Barker	David Barrie
Baber Baz	Matt Bennett	Marcus Bernasconi
Sir Albert Bore	Kerry Brewer	Marje Bridle
Martin Brooks	Mick Brown	Zaker Choudhry
Liz Clements	Maureen Cornish	John Cotton
Phil Davis	Adrian Delaney	Diane Donaldson
Jayne Francis	Sam Forsyth	Ray Goodwin
Rob Grant	Colin Green	Fred Grindrod
Roger Harmer	Deborah Harries	Kath Hartley
Adam Higgs	Des Hughes	Jon Hunt
Mumtaz Hussain	Shabrana Hussain	Timothy Huxtable
Mohammed Idrees	Zafar Iqbal	Katherine Iroh
Kerry Jenkins	Meirion Jenkins	Brigid Jones
Ayoub Khan	Saqib Khan	Izzy Knowles
Narinder Kaur Kooner	Kirsten Kurt-Elli	Bruce Lines
Mary Locke	Ewan Mackey	Basharat Mahmood
Rashad Mahmood	Lee Marsham	Karen McCarthy
Saddak Miah	Shehla Moledina	Gareth Moore
Yvonne Mosquito	Richard Parkin	Rick Payne
David Pears	Miranda Perks	Rob Pocock
Julien Pritchard	Lauren Rainbow	Darius Sandhu
Kath Scott	Shafique Shah	Sybil Spence
Saima Suleman	Jamie Tennant	Sharon Thompson
Paul Tilsley	Penny Wagg	Ken Wood
Alex Yip	Waseem Zaffar	

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**NOTICE OF RECORDING**

212 The Lord Mayor advised that the meeting would be webcast for live and subsequent broadcasting via the Council’s Public-I website and that members of the press/public may record and take photographs except where there were confidential or exempt items.

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**DECLARATIONS OF INTERESTS**

213 There were no declarations of interest made.

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**RETENTION OF HONORARY ALDERMAN STATUS**

A report of the Interim City Solicitor and Monitoring Officer was submitted:-  
(See document No. 1, agenda item 3).

Councillor John Cotton moved the recommendations which were seconded by Councillor Roger Harmer.

The Lord Mayor informed Council that there was one amendment to be debated with the report (see document No. 2, agenda item 3).

Councillor Matt Bennett moved the amendment which was seconded by Councillor Robert Alden.

There was no debate on this item.

Councillor Julien Pritchard was invited to speak by the Lord Mayor.

The Lord Mayor invited Councillor John Cotton to sum up.

Council noted that all Groups would support the proposed amendment to the report.

The amendment to the report in the names of Councillors Matt Bennett and Robert Alden having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

It was therefore-

214 **RESOLVED:-**

- 1.) That Council would review its policies in terms of the appointment and removal of the title of Honorary Alderman with a report to be brought back to

Council to consider. This review should be completed within 6 months and be reported back to an ordinary meeting of the Full Council before the end of July 2024. This review should not seek to diminish or remove the role of Honorary Alderman itself in any way, and only concern itself with how the role can be protected from individuals bringing it into disrepute.

- 2.) That Council made a recommendation to future Lord Mayors that former Lord Mayor Mohammed Afzal is not asked to undertake any official duties as the Lord Mayors Deputy.
- 3.) That Council made a recommendation to future Lord Mayors that former Lord Mayor Mohammed Afzal should not attend any official events in his capacity as a former Lord Mayor.

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The meeting ended at 1342 hours.







**MEETING OF BIRMINGHAM  
CITY COUNCIL, TUESDAY,  
9 JANUARY 2024**

**MINUTES OF THE MEETING OF BIRMINGHAM CITY COUNCIL HELD  
ON TUESDAY, 9 JANUARY 2024 AT 1400 HOURS IN THE COUNCIL  
CHAMBER, COUNCIL HOUSE, BIRMINGHAM**

**PRESENT**:- Lord Mayor (Councillor Chaman Lal) in the Chair.

**Councillors**

Akhlaq Ahmed	Deirdre Alden	Robert Alden
Gurdial Singh Atwal	Raqeeb Aziz	Shabina Bano
David Barker	David Barrie	Baber Baz
Matt Bennett	Jilly Bermingham	Marcus Bernasconi
Sir Albert Bore	Nicky Brennan	Kerry Brewer
Marje Bridle	Martin Brooks	Mick Brown
Zaker Choudhry	Debbie Clancy	Liz Clements
Maureen Cornish	John Cotton	Phil Davis
Jack Deakin	Adrian Delaney	Diane Donaldson
Barbara Dring	Jayne Francis	Sam Forsyth
Ray Goodwin	Rob Grant	Colin Green
Fred Grindrod	Roger Harmer	Deborah Harries
Kath Hartley	Adam Higgs	Des Hughes
Jon Hunt	Mumtaz Hussain	Shabrana Hussain
Timothy Huxtable	Mohammed Idrees	Zafar Iqbal
Katherine Iroh	Kerry Jenkins	Meirion Jenkins
Brigid Jones	Jane Jones	Amar Khan
Ayoub Khan	Saqib Khan	Izzy Knowles
Narinder Kaur Kooner	Kirsten Kurt-Elli	Bruce Lines
Mary Locke	Ewan Mackey	Basharat Mahmood
Majid Mahmood	Rashad Mahmood	Lee Marsham
Karen McCarthy	Saddak Miah	Gareth Moore
Yvonne Mosquito	Richard Parkin	Rick Payne
David Pears	Rob Pocock	Julien Pritchard
Lauren Rainbow	Darius Sandhu	Shafique Shah
Rinkal Shergill	Sybil Spence	Ron Storer
Saima Suleman	Jamie Tennant	Sharon Thompson
Paul Tilsley	Lisa Trickett	Penny Wagg
Ian Ward	Ken Wood	Alex Yip
Waseem Zaffar		

**NOTICE OF RECORDING**

215 The Lord Mayor advised that the meeting would be webcast for live and subsequent broadcasting via the Council's Public-I website and that members of the press/public may record and take photographs except where there were confidential or exempt items.

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**DECLARATIONS OF INTERESTS**

216 The Lord Mayor reminded Members that they must declare all relevant pecuniary and non-pecuniary interests relating to any items of business to be discussed at the meeting.

There were no declarations of interests made by Members.

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**MINUTES**

It was moved by the Lord Mayor, seconded and –

217 **RESOLVED:**

That the Minutes of the City Council meeting held on 5 December 2023 be taken as read and confirmed and signed.

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**LORD MAYOR'S ANNOUNCEMENTS**

The Lord Mayor informed the Council that his first announcement of 2024 was a sad one, as he advised the Chamber of the death of former Councillor Margaret Byrne, who passed away on 9 December 2023.

Margaret served as a Councillor for Shard End Ward from 2000 to 2010; during which time she served on numerous Committees.

Margaret had four children, Jeanette, David, Dianne and Joanne; eight grandchildren; and eight great-grandchildren.

218 It was moved by the Lord Mayor, seconded and:-

**RESOLVED:-**

That this Council placed on record its sorrow at the death of former Councillor Margaret Byrne and its appreciation of her devoted service to the residents of Birmingham.

The Council extended its deepest sympathy to Margaret's family in their sad bereavement.

Members and officers stood for a minute's silence, following which a

number of tributes were made by Members.

The Lord Mayor's second announcement related to those mentioned in The King's Birthday Honours list this year, for services to Birmingham or who lived in Birmingham.

Awarded an OBE:

- Ian Woodroffe

An MBE:

- Chitrleka Bolar
- Gillian Clayton
- Dr Edward Day
- Ivora Maria Ferreira-Bean
- William Gavan
- Christiana Melam

And the British Empire Medal:

- Frances Lee

219 It was moved by the Lord Mayor, seconded and:-

**RESOLVED:-**

That this Council joined the Lord Mayor in congratulating them all on these marvelous achievements.

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**PETITIONS**

**Petitions Relating to City Council Functions Presented at the Meeting**

The following petitions were presented:-

(See document No. 1, 'Additional Meeting Documents')

In accordance with the proposals by the Members presenting the petitions, it was moved by the Lord Mayor, seconded and:-

220 **RESOLVED:-**

That the petitions were received and referred to the relevant Chief Officer(s).

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**Petitions Update**

A Petitions Update had been made available electronically:-

(See document No. 2, 'Additional Meeting Documents')

It was moved by the Lord Mayor, seconded and

221 **RESOLVED:-**

That the Petitions Update be noted and those petitions for which a satisfactory response has been received, be discharged.

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**QUESTION TIME**

222 The Council proceeded to consider Oral Questions in accordance with Council Rules of Procedure (B4.4 F of the Constitution).

Details of the questions asked are available for public inspection via the webcast.

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**APPOINTMENTS BY THE COUNCIL**

Councillor John Cotton addressed the Council and it was-

223 **RESOLVED:-**

1.) That City Council approved the appointment of the following individuals to serve on the Independent Remuneration Panel:

<b>ROLE</b>	<b>APPOINTEE</b>	<b>TERM OF OFFICE</b>
Independent Remuneration Panel – Citizen Representative	Veronica Docherty	January 2024 – December 2027
Independent Remuneration Panel – Citizen Representative	Muhammed Ali	January 2024 – December 2027
Independent Remuneration Panel – TUC Appointed Member	Frank Duffy	January 2024 – December 2027
Independent Remuneration Panel – Co-opted Member (former Councillor)	TBC	TBC

2.) That the appointments be made to serve on the Committees and other bodies set out below:-

Councillor Katherine Iroh was appointed as the new Labour Group Secretary.

**Council Business Management Committee:**

Councillor Katherine Iroh replaced Councillor Des Hughes.

Councillor Ray Goodwin replaced Councillor Miranda Perks.

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**SCRUTINY INQUIRY ON CHILDREN AND YOUNG PEOPLE'S MENTAL HEALTH: IS BIRMINGHAM MEETING YOUNG PEOPLE'S MENTAL HEALTH NEEDS?**

A report of Councillor Mick Brown was submitted:-

(See document No. 3, agenda item 8)

Councillor Mick Brown moved the recommendations which were seconded by Councillor Paul Tilsley.

Councillor Gareth Moore declared a non-pecuniary interest in that he was a Trustee of Birmingham LGBT and Birmingham Citizens Advice who both held contracts with the NHS.

A debate ensued.

Councillors Gareth Moore, Julien Pritchard, Karen McCarthy, Baber Baz, Kerry Jenkins and Kirsten Kurt-Elli spoke during the debate.

The Lord Mayor invited Councillor Mick Brown to sum up.

It was therefore-

224

**RESOLVED:-**

That City Council agreed to:

- 1.) Approve recommendations R01 to R05, set out in Appendix 1, and that the Executive be requested to pursue their implementation.
- 2.) Approve recommendations R06 to R25, set out in Appendix 1, prior to consideration at the Health and Adult Social Care Overview and Scrutiny Committee on 23 January 2024.

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**ROUTE TO NET ZERO ANNUAL REPORT 2023**

A report of Councillor Majid Mahmood was submitted:-

(See document No. 4, agenda item 9).

Councillor Majid Mahmood moved the recommendation which was seconded from the floor..

A debate ensued.

Councillors Timothy Huxtable, Roger Harmer, Julien Pritchard, Diane Donaldson and Liz Clements spoke during the debate.

The Lord Mayor invited Councillor Majid Mahmood to sum up.

It was therefore-

225

**RESOLVED:-**

1.) That City Council noted the report.

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### **ADJOURNMENT**

226 It was moved by the Lord Mayor, seconded and-

#### **RESOLVED:-**

That the Council be adjourned until 1710 hours on this day.

The Council then adjourned at 1640 hours.

At 1710 hours the Council resumed at the point where the meeting had been adjourned.

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### **LEAD MEMBER REPORT: WEST MIDLANDS FIRE AND RESCUE AUTHORITY**

A report of Councillor Basharat Mahmood was submitted:-

(See document No. 5, agenda item 10).

Councillor Basharat Mahmood moved the recommendation which was seconded by Councillor David Barrie.

A debate ensued.

Councillors Phil Davis and Gareth Moore spoke during the debate.

The Lord Mayor invited Councillor Basharat Mahmood to sum up.

It was therefore-

227 **RESOLVED:-**

1.) That City Council noted the report.

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### **AMENDMENTS TO THE CONSTITUTION**

A report of the Interim City Solicitor and Monitoring Officer was submitted:-

(See document No. 6, agenda item 11).

Councillor John Cotton moved the recommendations which were seconded from the floor.

The Lord Mayor informed Council that there was one amendment to be debated with the report (see document No. 7, agenda item 11).

Councillor Meirion Jenkins moved the amendment which was seconded by Councillor Robert Alden.

A debate ensued.

Councillors Fred Grindrod, Paul Tilsley and Miranda Perks spoke during the debate.

The Lord Mayor invited Councillor John Cotton to sum up.

The amendment to the report in the names of Councillors Meirion Jenkins and Robert Alden having been moved and seconded was put to the vote and by a show of hands was declared to be lost.

Names were called and the Chamber doors were locked.

Here upon a poll being demanded the voting was as follows:-

#### **For the amendment (21)**

Matt Bennett	Robert Alden	Gareth Moore
Meirion Jenkins	David Barrie	Ken Wood
Ewan Mackey	Timothy Huxtable	Adrian Delaney
Adam Higgs	Bruce Lines	Ron Storer
Julien Pritchard	Rick Payne	Robert Alden
David Pears	Richard Parkin	Debbie Clancy
Darius Sandhu	Kerry Brewer	Rob Grant

#### **Against the amendment (52)**

Ray Goodwin	Mary Locke	Diane Donaldson
Des Hughes	Miranda Perks	Karen McCarthy
Jamie Tennant	Sharon Thompson	Brigid Jones
Saqib Khan	Shafique Shah	Saddak Miah
Paul Tilsley	Kirsten Kurt-Elli	Mumtaz Hussain
Jayne Francis	Saima Suleman	John Cotton
Lisa Trickett	Shabrana Hussain	Basharat Mahmood
Marje Bridle	Lauren Rainbow	Mohammed Idrees
Waseem Zaffar	Rashad Mahmood	Phil Davis
Shehla Moledina	Ian Ward	Majid Mahmood
Liz Clements	Rinkal Shergill	Zafar Iqbal
Kath Hartley	Raqeeb Aziz	Kath Scott
Colin Green	Sir Albert Bore	Deborah Harries
Kerry Jenkins	Jane Jones	Amar Khan
Akhlaq Ahmed	David Barker	Jilly Bermingham
Fred Grindrod	Lee Marsham	Mick Brown
Izzy Knowles	Marcus Bernasconi	Martin Brooks
Rob Pocock		

#### **Abstentions (5)**

Roger Harmer	Baber Baz	Penny Wagg
Ayoub Khan	Zaker Choudhry	

It was therefore-

228

**RESOLVED:-**

That City Council:

- 1.) Approved the amendments to the Terms of Reference for Audit Committee (Part B14 of the Constitution), set out in Appendix 1
- 2.) Agreed that the City Solicitor and Monitoring Officer be authorised to implement the changes (set out in 2.1) with effect from 10 January 2024.
- 3.) Noted that on 12 December 2024 Cabinet approved the creation of a 'Cabinet Committee – Property' in order to expedite asset sales to support the delivery of the Council-wide strategy for the 2024/25 financial year, with the terms of reference set out in Section 7.
- 4.) Noted the timeline for delivering a comprehensive review of the Council's Constitution, set out in Section 5.
- 5.) Noted that a cross-party working group, consisting of 5 Members (3 Labour, 1 Conservative and 1 Liberal Democrat), was established by Council Business Management Committee on 18 December to support the Monitoring Officer's review of the constitution.
- 6.) Noted that the Leader of the Council would Chair the Constitution Working Group.

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**MOTIONS FOR DEBATE FROM INDIVIDUAL MEMBERS**

The Council proceeded to consider the Motions of which notice had been given in accordance with Council Rules of Procedure (B4.4 G of the Constitution).

**A. Councillors Izzy Knowles and Deborah Harries had given notice of the following Notice of Motion:-**

(See document No. 7, agenda item 12)

Councillor Izzy Knowles moved the Motion which was seconded by Councillor Deborah Harries.

In accordance with Council Rules of Procedure, Councillors Rick Payne and Robert Alden gave notice of the following amendment to the Motion:-

(See document No. 8, 'Amendments – City Council')

Councillor Rick Payne moved the amendment which was seconded by Councillor Robert Alden.

In accordance with Council Rules of Procedure, Councillors Julien Pritchard and Rob Grant gave notice of the following amendment to the Motion:-



(See document No. 9, 'Amendments – City Council')

Councillor Julien Pritchard moved the amendment which was seconded by Councillor Rob Grant.

In accordance with Council Rules of Procedure, Councillors Majid Mahmood and Rashad Mahmood gave notice of the following amendment to the Motion:-

(See document No. 10, 'Amendments – City Council')

Councillor Majid Mahmood moved the amendment which was seconded by Councillor Rashad Mahmood.

A debate ensued.

Councillors Rick Payne and Lisa Trickett, spoke during the debate.

The Lord Mayor invited Councillor Izzy Knowles to sum up.

The amendment to the Motion in the names of Councillors Rick Payne and Robert Alden having been moved and seconded was put to the vote and by a show of hands was declared to be lost.

The amendment to the Motion in the names of Councillors Julien Pritchard and Rob Grant having been moved and seconded was put to the vote and by a show of hands was declared to be lost.

The amendment to the Motion in the names of Councillors Majid Mahmood and Rashad Mahmood having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

The Motion as amended having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

**RESOLVED:-**

“Humans have already caused irreversible climate change, the impacts of which are being felt in the UK, and across the world. The average global temperature has already increased by 1.2°C above pre-industrial levels and alongside this, the natural world has reached crisis point, with 28% of plants and animals threatened with extinction.

The UK is one of the most nature-depleted countries in the world as more than one in seven of our plants and animals face extinction, and more than 40% are in decline.

Climate change remains a major concern for UK voters with 66% of people (according to YouGov) expressing they are 'worried about climate change and its effects'.

Alongside this, the popularity of Sir David Attenborough's Save Our Wild Isles initiative demonstrates public concern that UK wildlife is being destroyed at a terrifying speed.

## Climate & Ecology Bill

The Climate & Ecology Bill, a private member's bill is expected to go back before the House of Commons in early 2024. It seeks to address the challenges that this situation poses by creating a whole-of-government approach to deliver a net zero and nature positive future.

Based on the latest science, the CE Bill aims to:

- Align current UK environmental policy on the need to halt and reverse nature loss by 2030, which was goal agreed to at COP15, via the Kunming-Montreal Framework (22 December 2022) and;
- Reduce greenhouse gas emissions in line with the UK's fair share of the remaining global carbon budget to give the strongest chance of limiting global heating to 1.5°C, which was the goal agreed to at COP21, via the Paris Agreement (12 December 2015).

By bridging the gap between the UK Government's current delivery and what has been agreed at international levels, Britain has a chance to be a world leader on climate and the environment; seizing the opportunities of the clean energy transition, including green jobs and skills, reduced energy bills and a boost for the UK's food and energy security.

Council notes that:

In declaring a climate emergency in 2019, it made a commitment to reduce the city's carbon emissions and limit the climate crisis. As part of this declaration, an ambitious target was set for 'the council and city to become net zero carbon by 2030, or as soon as possible thereafter as a just transition allows', going beyond the Government's own net zero by 2050 target.

Birmingham's greenhouse gas emissions have fallen by 37% compared to 2005 levels.

The Climate Change, Nature and Net Zero Programme Board has brought the dual challenge of nature and climate together, to drive forward the council's decarbonisation efforts, and accelerate the City of Nature Plan.

The Climate and Ecology Bill has been introduced in the UK Parliament on four occasions since 2020. It is expected to go before the House in early 2024. It is already supported by:

- Over 130 Cross-party MPs and Peers including 4 of the 10 Birmingham MP's and all Liberal Democrat MP's.
- 40 Lords of which 15 are Lib Dems.
- 329 Local authorities. Birmingham would be the first of the 7 WMCA local authorities to sign up.
- Eminent scientists, such as Sir David King.

- NGOs, such as Friends of the Earth (including the Birmingham branch), The Wildlife Trusts, the Doctors' Association, Oxfam, the W.I. and CPRE.
- Businesses, such as The Co-operative Bank, Riverford and The Body Shop; and 42,000 members of the public.

The Climate and Ecology Bill would require the UK Government to develop and achieve a new environmental strategy, which would include:

1. Delivering a joined-up environmental plan, as the crises in climate and nature are deeply intertwined and require a plan that considers both together.
2. Reducing greenhouse gas emissions in line with 1.5°C to ensure emissions are reduced in line with the best chance of meeting the UK's Paris Agreement obligations.
3. Not only halting, but also reversing the decline in nature, setting nature measurably on the path to recovery by 2030.
4. Taking responsibility for our overseas footprint, both emissions and ecological.
5. Prioritising nature in decision-making.
6. Ending fossil fuel production and imports as rapidly as possible.
7. Providing for re-training for those people currently working in fossil fuel industries; and
8. Giving the British people a say in finding a fair way forward via a temporary, independent, and representative Climate & Nature Assembly, as part of creating consensus and ensuring that no one and no community is left behind.

Council therefore resolves to:

1. Support the Climate and Ecology Bill, subject to central government developing an appropriate environmental delivery strategy, including the provision of appropriate financial and other resources for local authorities;
2. Inform local residents and local press/media of this decision;
3. Write to MPs, Lords and local Environmental groups to inform them that this motion has been passed, and urge them to sign up to support the CE Bill—or thank them for already doing so;
4. Write to Zero Hour, the organisers of the cross-party campaign for the CE Bill, expressing the Council's support ([councils@zerohour.uk](mailto:councils@zerohour.uk)).
5. Continue the work of the Climate Change, Nature and Net Zero Advisory Committee, which advocates and supports the strategic objectives of the Climate Change, Nature and Net Zero Programme.
6. Encourage discussion about environmentalism and green issues at ward meetings.

7. Ensure that the Route to Zero Strategy remains a top priority during the council's current transformation process.”

Councillor Gareth Moore proposed a 20-minute extension to the meeting. This was seconded from the floor and agreed by Council.

**B. Councillors Liz Clements and Lee Marsham had given notice of the following Notice of Motion:-**

(See document No. 11, agenda item 12)

Councillor Liz Clements moved the Motion which was seconded by Councillor Lee Marsham.

In accordance with Council Rules of Procedure, Councillors Deirdre Alden and Timothy Huxtable gave notice of the following amendment to the Motion:-

(See document No. 12, 'Amendments – City Council')

Councillor Deirdre Alden moved the amendment which was seconded by Councillor Timothy Huxtable.

Councillor Deirdre Alden expressed a view that the Motion should be amended or preferably withdrawn due to it naming a member of the public, namely an unelected person which in Councillor Alden's view, resulted in the resources of Council being used to promote a political candidate ahead of a forthcoming election.

In accordance with Council Rules of Procedure, Councillors Colin Green and Jon Hunt gave notice of the following amendment to the Motion:-

(See document No. 13, 'Amendments – City Council')

Councillor Colin Green addressed the Council, requesting the following amendments to the wording of the original amendment:

That the following lines be removed from the amendment:

“The extensions to the Metro network, both in Digbeth and Broad Street have missed vital opportunities to enhance the cycle network.”

“and recognising the constraints that many residents and businesses such as private hire drivers face in continuing to need private vehicles”.

Councillor Colin Green moved the amendment which was seconded by Councillor Jon Hunt.

The Lord Mayor invited Councillor Liz Clements to sum up.

The Lord Mayor advised City Council that after considering advice from officers, he would allow the Motion, although he would also ask that the City Solicitor considered the comments made by both Councillors Deirdre Alden and Robert Alden in relation to the Motion and its potential withdrawal.

Council further noted the comments made by Councillor Paul Tilsley, suggesting that the Labour Group may wish to consider removing the name of the individual within the Motion.

Councillor John Cotton addressed the Council and informed Members that the Motion as originally submitted had been cleared via the standard process by the City Solicitor. Therefore, the Motion as originally submitted would not be amended.

The amendment to the Motion in the names of Councillors Deirdre Alden and Timothy Huxtable having been moved and seconded was put to the vote and by a show of hands was declared to be lost.

The amendment to the Motion in the names of Councillors Colin Green and Jon Hunt having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

The Motion as amended having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

It was therefore-

**RESOLVED:-**

“This Council notes that:

Birmingham is experiencing record levels of growth and investment, and developing a world class transport network for the city will be crucial to attract future investment.

The Council has been engaged in careful negotiation with the government for the past 4 years over ongoing highways funding, which would have seen £600 million invested in the city’s roads and highways infrastructure over the next 12 years.

Bus franchising in the West Midlands would see the West Midlands Combined Authority decide routes and fares, giving the region greater control over its bus services.

Labour’s candidate for Mayor of the West Midlands, Richard Parker, has committed to bringing in bus franchising across the region.

The extension of the Metro to East Birmingham would help to break down barriers to employment, reduce congestion on the roads, and improve the air quality in the east of the city.

Progress in extending the Metro to the east of the city centre has been slow. Alongside low levels of funding, the cost of Metro line infrastructure per mile

is a barrier to the development of a genuine network and work needs to be done to reduce its cost.

The arrival of HS2 from London will bring fantastic new opportunities for our city, and the development around Curzon Street Station will transform the area and connect the developments at Smithfield and in Digbeth to expand the footprint of the city centre.

If completed in full, the northern phase of HS2 would put Birmingham at the heart of a transformative network, linking our city with Manchester and Leeds.

The city needs to accelerate its strategy for moving away from the use of fossil fuels including the switch to electric vehicles and active travel, learning from good practice elsewhere.

This Council believes that:

As a growing city, we need a reliable, fully integrated public transport system, and to be connected into a nationwide public transport infrastructure system, in order to realise our full potential.

Unless the Government commits to significant long-term investment in Birmingham's roads and highways, they risk transport chaos across the city.

Bus franchising would bring about improvements to bus services for communities right across the city, connecting people to opportunities and helping them to make the switch away from car usage.

Extending the Metro to the East of Birmingham must be the top priority for the Mayor of the West Midlands.

The short-sighted cancellation of Phase 2 of HS2 is a disaster for Birmingham and will hold back our city's growth, reducing opportunities for our residents.

Simplicity is the key to successfully getting more people out of cars and on to public transport. One significant improvement would be to make multi-modal routes:

- Clear through visual maps of the city.
- Affordable through the availability of shared and fixed price ticketing.

This Council resolves to:

Further lobby the Government to reconsider significant long-term investment in the city's roads and highways infrastructure. Call on the Mayor of the West Midlands to use all of the powers at his disposal to speed up the extension of the Metro to East Birmingham and to bring about a franchising model for the bus network.

Lobby the Mayor and the Government to bring forward meaningful rail solutions that will ease the burden on our existing lines, deliver the full complement of platforms at Curzon Street and London Euston, and put

Birmingham at the centre of a modern, high-speed network and ensure that we get our fair share of transport funding.

Call upon the Government, and future Governments, to reinstate the HS2 development between Birmingham and Manchester”.

The meeting ended at 1941 hours.

# CITY COUNCIL 9 JANUARY 2024

## WRITTEN QUESTIONS TO CABINET MEMBERS AND CHAIRS

CITY COUNCIL – 9 JANUARY 2024

WRITTEN QUESTIONS

A To the Leader of the Council

1. Staff Release for Union Duties

From Councillor Adam Higgs

2. Job Evaluation Funding from Policy Contingency

From Councillor Adrian Delaney

3. Ladywood Right to Return

From Councillor Darius Sandhu

4. 8 Principles



From Councillor David Barrie

5. **Special Advisor**

From Councillor David Pears

6. **Equal Pay Pensions Impact**

From Councillor Ewan Mackey

7. **Ladywood Masterplan**

From Councillor Deirdre Alden

8. **Equal Pay Milestones**

From Councillor Gareth Moore

9. **Equal Pay Talks**

From Councillor Kerry Brewer

10. **Ladywood Consultation**

From Councillor Matt Bennett

11. **Task and Finish**

From Councillor Richard Parkin

12. **Conflicts of Interest**

From Councillor Rick Payne

**13. Task and Finish End Date**

From Councillor Robert Alden

**14. Community Organiser**

From Councillor Timothy Huxtable

**15. Resident Charter**

From Councillor Bruce Lines

**16. Section 25 Statement Agreement**

From Councillor Debbie Clancy

**17. Project Resource Ladywood**

From Councillor Ken Wood

**18. Ladywood Estate Regeneration Revenue Commitment**

From Councillor Ron Storer

**19. Equal Pay Letters from the Unions**

From Councillor Roger Harmer

**B To the Deputy Leader of the Council**

**1. Risk Registers**

From Councillor Robert Alden

**2. Prior Knowledge of Potential Equal Pay Liability**

From Councillor Alex Yip

**3. GMB Ballot**

From Councillor Bruce Lines

**C To the Cabinet Member for Children Young People and Families**

**NONE SUBMITTED**

**D To the Cabinet Member for Digital, Culture, Heritage & Tourism**

**1. 365 Licenses**

From Councillor Meirion Jenkins

2. **365 Licenses 2**  
From Councillor Ron Storer
3. **Solstice**  
From Councillor Adrian Delaney

**E To the Cabinet Member for Environment**

1. **Task and Finish End Date**  
From Councillor Robert Alden
2. **Task and Finish Checks**  
From Councillor Richard Parkin
3. **Wildflower Meadows 1**  
From Councillor Rick Payne
4. **Wildflower Meadows 2**  
From Councillor Alex Yip
5. **Wildflower Meadows 3**  
From Councillor Gareth Moore
6. **Returned Equipment.**  
From Councillor Deirdre Alden
7. **Vehicle Breakdowns**  
From Councillor David Barrie
8. **Fleet Replacement Strategy.**  
From Councillor David Pears
9. **Green Lid Bins**  
From Councillor Ewan Mackey
10. **Green Lid Bins 2**  
From Councillor Ron Storer
11. **Tree Removal in Yardley East**  
From Councillor Deborah Harries

12. **Public Sector Decarbonisation Scheme**

From Councillor Izzy Knowles

F **To the Cabinet Member for Finance and Resources**

1. **Blacklisted**

From Councillor Ron Storer

2. **Credit Rating**

From Councillor Darius Sandhu

3. **Commonwealth Games Legacy Fund**

From Councillor Ewan Mackey

4. **Section 25 Agreement**

From Councillor Debbie Clancy

5. **Capture Purchase**

From Councillor Deirdre Alden

6. **Capture Issues Flagged**

From Councillor David Barrie

7. **MOVED TO J3**

8. **Procurement of Special Advisor**

From Councillor David Pears

9. **Statutory Interest**

From Councillor Adrian Delaney

10. **Potential Statutory Interest**

From Councillor Meirion Jenkins

11. **Building Brum**

From Councillor Bruce Lines

12. **Cavendish Consulting**

From Councillor Alex Yip

13. **School Costs**

From Councillor Adam Higgs

**G To the Cabinet Member for Health and Social Care**

**NONE SUBMITTED**

**H To the Cabinet Member for Housing and Homelessness**

1. **Selective Licensing Inspections**

From Councillor Deirdre Alden

2. **Compliance Action Plan**

From Councillor Adam Higgs

3. **Local Government and Social Care Ombudsman case 23001172**

From Councillor Roger Harmer

**I To the Cabinet Member for Social Justice, Community Safety and Equalities**

**Jewish Population in Birmingham**

From Councillor Ewan Mackey

**J To the Cabinet Member for Transport**

1. **LED Lighting**

From Councillor Robert Alden

2. **Alcester Road**

From Councillor Izzy Knowles

3. **CAZ Reserves**

From Councillor Timothy Huxtable

**K To the Chair of the Ladywood Ward Forum**

**8 Principles**

From Councillor David Barrie

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR  
ADAM HIGGS**

**“Staff release for union duties”**

**Question:**

**In April 2022 Cabinet approved £1m of funding over two years to backfill ‘union colleagues’ so that they could be released to support the delivery of a new job evaluation scheme. Please provide a breakdown of how this £1m was spent, including which unions had staff released and for how many days each, and clarify if this figure was included within, or is in addition to, the £667k facilities time reported for 22/23 in open data?**

**Answer:**

The Report to Cabinet on 26 April 2022 identified forecast costs to undertake the estimated 3,200 job evaluations using the standard NJC scheme which would have involved at least 12 trade union representatives being released full time for two years. The costs of backfill were therefore forecast to be £699,456 for 2022/23 with a further £349,728 forecast for 2023/24 (total over two years £1,049,184).

The Council will be aware that this approach was not successful and as such the Board paper in July 2023 recommended a different approach be taken to enable a speedier outcome. This resulted in the approval of the Addendum in October 2023. As a result, the actual release time relating to the programme in 2022/23 is estimated to have been only £48,000 mainly relating to joint working groups and early training.

The funding to support the job evaluation scheme is in addition to the c.£667,000 facilities time reported in the 2022/23 data. This is an estimate of spending on business-as-usual trade union activity that BCC supports as part of our commitment to open and transparent industrial relations. This number is calculated as the number of full-time equivalent days spent on union duties multiplied by the average salary as defined by the Local Government Transparency Code.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR ADRIAN DELANEY**

**“Job Evaluation funding from policy contingency”**

**Question:**

**On 26 April 2022, the Cabinet approved funding of £3,572,705 from the Policy Contingency Fund and resource request to support the completion of all phases of Job Evaluation / Pay & Grading Programme to achieve the modelling of a new fit for purpose NJC for LGS pay structure. Please provide a breakdown of how this money was spent and the outcome of that work.**

**Answer:**

The Report to Cabinet on 26 April 2022 identified forecast costs to undertake the estimated 3,200 job evaluations using the standard NJC scheme. This was broken down in the paper as follows:

<b>Expenditure</b>	<b>2022/23</b>	<b>2023/24</b>	<b>Totals</b>
Project Team	£781,014	£390,507	<b>£1,171,521</b>
External Expertise	£1,268,000	£84,000	<b>£1,352,000</b>
Backfill Trade Union	£699,456	£349,728	<b>£1,049,184</b>
<b>Totals</b>	<b>£2,748,470</b>	<b>£824,235</b>	<b>£3,572,705</b>

The Council will be aware that this approach was not successful and as such the Board paper in July 2023 recommended a different approach be taken to enable a speedier outcome. This resulted in the approval of the Addendum in October 2023. As a result, the principal spending in 2022/23 and YTD 2023/24 has related to the staffing costs for the JE team as follows:

2022/23: £555,403  
 2023/24 (Apr to Sept): £333,990

The JE team, working with the joint trade unions, is now working to deliver the plan in line with the modified NJC scheme agreed as part of the Addendum plan. The revised programme is disclosed in response to Question A8 below.

**Progress to date includes:**

- The Addendum to the Principles document for Job Evaluation and Pay Equity was agreed on 21<sup>st</sup> October 2023.
- OSG formed and approved Terms of Reference. Meeting fortnightly.

- Detailed programme plan completed with on-going iterative work to integrate with other key programmes. Plan presented to OSG for review 14 Dec 2023
- Joint Working Group to develop collaborative working between BCC and joint Trade unions commenced on 22 Nov 2023, meeting weekly.
- Appeals Process agreed by joint trade unions and BCC on 22 December 2023.
- 8 x Job Evaluation Analysts commenced Nov / Dec 2023. Induction training complete, formal programme training with WME to start March 2024. 4 Further Analysts resourced – release dates 5 Feb 2024.
- 2256 existing JD's from BCC and Schools uploaded to Role Mapper system.
- Pilot JDQ workshops launching on 8 January 2024. Pre-meeting / training 19 Dec 2023
- Sharepoint to enable simple access and collaborative development set up Dec 2023. Access and training to be provided to joint trade unions on JWG / OSG in Jan 2024.



CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR  
DARIUS SANDHU**

**“Ladywood right to return”**

**Question:**

**Will all residents who wish to stay in Ladywood be offered a replacement property on a full like-for-like basis following the Ladywood estate regeneration?**

**Answer:**

BCC tenants will be allocated properties on the basis of the BCC allocations policy, and in line with the option to return policy, to match their current housing need.

We are working with the preferred bidder (St Joseph’s - a wholly owned subsidiary of Berkeley Homes) and partner agencies to explore options which will enable other residents of all housing tenures to remain in Ladywood as the regeneration is delivered.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR DAVID BARRIE**

**“8 principles”**

**Question:**

**What are the ‘8 principles’ the council is operating under for the Ladywood regeneration scheme? Please note this refers to the 8 principles mentioned by Ladywood Ward Councillors to residents**

**Answer:**

The 8 principles were set out in the Spring 2019 original Cabinet report. They were also set out in communications by Ward Members including:

- Letters to all households within the regeneration area, from the Ward Members, in June 2019 and June 2023, the latter inviting people to the Ward Forum of 20 July 2023.
- The content of the Ward Forum in July 2023.
- Hand delivered newsletters across the area.
- Letters and email updates to residents who had responded via response slips.

The 8 principles are:

- To secure high quality, sustainable new homes as part of a well-designed neighbourhood.
- To provide a safe and attractive network of connected public open spaces and pedestrian routes.
- To create a new local centre with facilities and amenities to serve the local community.
- To enable the enhancement of the canal through improved access and greater levels of utility and interface with development.
- To create improved connections across the Middleway including boulevarding.
- To create a complementary mix of commercial and other uses to support a vibrant active neighbourhood.
- To provide new, high quality social housing.
- To ensure that the existing community is retained and involved in the development of the new neighbourhood.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR  
DAVID PEARS**

**“Special Advisor”**

**Question:**

**During which dates was Gerard Coyne, former Labour Councillor for Longbridge, former candidate for General Secretary of Unite, and current Chair of Sandwell Area Unite Branch, formally engaged by the Council as a special advisor on reaching agreement with the Unions on equal pay, and at what total cost to the taxpayer?**

**Answer:**

Gerard Coyne has been engaged since 10th July 2023, and the total cost of this engagement stands at circa £50,000 as at the end of the calendar year. These arrangements have been inside IR35. His services have been procured via the BCC Hays Framework, and we believe that his contribution has significantly improved industrial relations within the Council.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR  
EWAN MACKEY**

**“Equal Pay Pensions impact”**

**Question:**

**Does the Equal Pay figure of £760m quoted as the potential liability for equal pay, include the costs of changes to pensions from any award?**

**Answer:**

Yes, where applicable the £650m - £760m includes the impact of any pension changes because any successful equal pay claim in tribunal would be likely to include a claim for lost pension. On this basis consideration for this liability has been included on a case-by-case basis.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR  
DEIRDRE ALDEN**

**“Ladywood Masterplan”**

**Question:**

**Please share a copy of the indicative masterplan for Ladywood developed by Berkeley Homes as part of their bid for the scheme.**

**Answer:**

The Council are presently engaged in carrying out consultation for the purpose of developing a masterplan for the regeneration of the Ladywood Estate.

There is no indicative masterplan developed by Berkeley Homes. Proposal plans developed by Berkeley Homes did form part of the confidential discussion documents which were prepared for the structured negotiations which took place with Berkeley Homes, as part of the formal procurement process leading to the recommendation that they be appointed, but there is no such ‘indicative masterplan’ document to share.

A masterplan will be developed for the purposes of the formal decision-making processes of the Council, as the local planning authority, which will be shared and consulted upon before it is formally adopted.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR  
GARETH MOORE**

**“Equal Pay Milestones”**

**Question:**

**Paragraph 1.5 of the report 'The Birmingham City Council Equal Pay Programme Update' presented to Full Council on 5 December 2023, said that key milestones would be shared with Trade Unions in December, please provide a copy of those milestones, along with an update on progress against each.**

**Answer:**

The BCC Job Evaluation team progressed a Joint Working Group with the joint trade unions (GMB, UNISON and Unite) on 22 November 2023 at which the programme overview and key milestones were shared.

The joint BCC/Trade Union Operational Steering Group was set up as required in the Addendum on 1 December 2023. At our meeting on 14 December the detailed programme plan was shared with this group for discussion. At the request of the OSG this detailed plan is due to be shared with the Joint Working Group at our meeting on 8 January. These documents are being made available to the trade union representatives on the JWG and OSG. Progress will be reported weekly to the Commissioners.

The planner is a very large document and would not be simple to share in this format, however a separate meeting can be arranged to take members through the plan and progress to date.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR  
KERRY BREWER**

**“Equal Pay Talks”**

**Question:**

**We understand that an informal meeting to discuss Equal Pay with Trade Unions took place on 26 January 2023, with at least one Cabinet Member and council officer present. Please confirm which Cabinet Members attended that meeting and if it included any discussion of a potential liability in excess of that already provided for within the accounts?**

**Answer:**

The meeting held on 26 January 2023 was one of the regular meetings between the Council’s political leadership and representatives of the recognised trade unions. It was attended by myself in my former capacity as Cabinet Member and by the previous Leader of the Council. There was no discussion of the kind purported by the questioner.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR  
MATT BENNETT**

**“Ladywood Consultation”**

**Question:**

**When will formal consultation on the development and the CPOs take place for the Ladywood regeneration scheme?**

**Answer:**

Consultation on the scheme will only commence when a contract with the preferred bidder, (St Joseph’s a wholly owned subsidiary of Berkeley Homes), is in place.

There will be no CPO progressed until Planning Consent is secured.

We anticipate that the planning application for Ladywood will be submitted for consideration in 2025.



CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR  
RICHARD PARKIN**

**“Task and Finish”**

**Question:**

**What actions have you taken, as Leader, to satisfy yourself that, as of today, there are no task and finish arrangements currently operating within the waste management or parks services?**

**Answer:**

I am briefed by senior officers and Cabinet Members on a regular basis in relation to matters across cabinet portfolios, including working practices when this is appropriate and relevant.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR  
RICK PAYNE**

**“Conflicts of interest”**

**Question:**

**In June 2017 council agreed that a register of professional interests for any officer with delegated decision-making powers should be published online. Despite this being the will of full council, despite the example of case law and other council approaches being provided, and despite chasing, this has still not happened. Please can you confirm that there were no conflicts of interest declared, whether officer or member, in respect of the decision to engage Gerard Coyne as special advisor?**

**Answer:**

I have asked the City Solicitor to ensure that the Register of Professional Interests should be published as a matter of priority.

Gerard Coyne was identified as an appropriate candidate to work in a facilitation role between the Council members, the Officers, and the Trade Union partners in the delivery of work in the job evaluation programme. His appointment was approved on 10th July 2023 in accordance with council procedures including any potential conflicts of interest. At the end of the current approval period, the role will be reviewed and any conflicts of interest duly considered and further approval sought if an extension is proposed.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR  
ROBERT ALDEN**

**“Task and Finish end date”**

**Question:**

**Within the model that generated the estimated equal pay liability of £650-£760m that you announced in June, on what date was it assumed that task and finish would have ceased?**

**Answer:**

The modelling assumes that all elements of the Equal Pay programme and the deployment of new terms and conditions are completed in line with plans and in all cases prior to 1 April 2025.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR  
TIMOTHY HUXTABLE**

**“Community Organiser”**

**Question:**

**Who is the community organiser for Ladywood, following previous commitments made by the council to appoint one?**

**Answer:**

The Council is currently engaging with the Ladywood community through enhanced existing structures within the Place, Neighbourhoods, and Housing teams.

A Programme Director has been appointed and has been in post since late October 2023, leading the Council’s in-house project management and community engagement team.

The Neighbourhood Action Coordinator for Ladywood, part of the Neighbourhoods team, is engaging local community groups and voluntary organisations to support the regeneration project. They are also involved in the Community Development Trust for Ladywood.

Officers from City Housing are coordinating community engagement work to ensure that all Ladywood residents and stakeholders are fully engaged in the Ladywood regeneration project and that their voices are heard, and comments acted upon.

Other appointments will be made as the programme progresses in line with the Cabinet approval, subject to necessary S151 approval.

CITY COUNCIL – 9 JANUARY 2024

## WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR BRUCE LINES

### “Resident Charter”

#### Question:

**Please provide a copy of the Resident Charter referred to at a recent public meeting for the Ladywood Estate Regeneration? If this has not been finalised, please state when it will be finished and if and when residents will be able to comment ahead of adoption?**

#### Answer:

The Ladywood Residents Charter is currently being drafted in consultation with the local community and stakeholders. The programme is as follows:

The Resident & Community Charter survey went live on Thursday 21 December and will remain open for 6 weeks to give the community adequate time to submit their responses. The survey can be accessed via this link <https://forms.office.com/e/6wZgNjW1BY>.

The survey includes a breakdown of the key themes shared by residents at the community workshops held in the autumn. It is recommended that residents review the feedback for each section before submitting their responses.

Details of the survey have been distributed via the Ladywood Regeneration Newsletter. At present this has been issued to those who have agreed to join the mailing list. We have been encouraging completion of the contact form, which allows residents to share their contact details, let us know about any access issues and tell us the ways in which they would like to be involved. Increasing the number of residents sharing their contact details will help us to ensure that as many people as possible receive communications. The link for the contact form is <https://forms.office.com/e/PWFK59SAGW>. We have also made a phone line available (0121 216 1002) for people who do not have access to the online contact form or need support with completing it.

We are committed to ensuring as many residents as possible have their say in shaping the Residents & Community Charter by taking the following actions in the new year.

Throughout January there will be:

- Posters placed in communal areas across the estate.
- Door knocking to make residents aware of the survey.
- Surgeries to support those that either don't have the necessary digital access or need help with completing the survey. Surgeries will be provided

by the Birmingham City Council project team. We will also be working with a number of community organisations to run surgeries.

- The most vulnerable residents who have told us that they need help will be supported by either a telephone call or a home visit.
- The Ladywood Regeneration webpage is in the process of being updated to reflect this information.

Door knocking will commence from 15 January and details of the dates and times of surgeries that are to be held will be updated on the Council's website.

In the meantime, we will be monitoring the number of responses and where these are coming from to help us better target areas where we have been unable to engage.

Further details can be found on the Ladywood page of the Council's website.

CITY COUNCIL – 9 JANUARY 2024

WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR  
DEBBIE CLANCY

**“Section 25 Statement agreement”**

**Question:**

**At Cabinet on 14 February 2023, as well as voting to recommend the 23/24 financial plan to Council, you also specifically and explicitly agreed to the level of risk and budget assumptions set out in the Section 25 Statement from the Chief Finance Officer. Ahead of making that informed decision that you agreed with assumptions made by the Chief Finance Officer, what conversations did you have with Cabinet colleagues about the £800m liability you were warned about a little over 10 days earlier, and how this may impact on the assumptions you were agreeing to?**

**Answer:**

Cabinet would have considered all relevant advice in making their recommendations to council as part of their budget responsibilities.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR  
KEN WOOD**

**“Project Resource Ladywood”**

**Question:**

**Are all job roles listed in the Project Resource Plan at Appendix 5 of the Ladywood Estate Regeneration Cabinet report now in post and if not, which ones are still to be recruited to and what impact does the non-essential spend freeze have on this?**

**Answer:**

A Programme Director has been appointed and in post since October 2023 and is funded via City Deal. In addition, there is project management, planning, CPO, and property support in place via existing BCC staff.

Other appointments will be made as the project progresses in line with the Cabinet approval, subject to necessary S151 approval.



CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR  
RON STORER**

**“Ladywood estate regeneration revenue commitment”**

**Question:**

**How much of the £242,536 revenue commitment in 23/24 for the Ladywood Estate Regeneration Scheme has so far been spent and on what dates did each payment get Spend Control Board approval and has any approval been sought\approved for the £500k per annum revenue impact for 2024 to 2027?**

**Answer:**

The Cabinet report of 27 June 2023 contained a proposed resourcing plan that identified a sum of £242k in 2023/24 and £500k for the following three years (2024/25 to 2026/27).

Since that time further options have been explored including the use of external funding, and a sum of £382,729 City Deal resources have been obtained which are being used to fund a programme director and consultation activity. Approval was obtained at Spend Control Board for this sum. No further spend has been approved.

Options are being explored which do not impact on General Fund.

# A19

CITY COUNCIL – 9 JANUARY 2023

WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR  
ROGER HARMER

**“Equal pay letters from the Unions”**

**Question:**

**“Can you please provide copies of all letters sent during 2023, to you and the Chief Executive, from the Unions, relating to equal pay claims?”**

Answer

:

Officers are currently reviewing documentation and a full response will be made available following.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE DEPUTY LEADER OF THE COUNCIL FROM  
COUNCILLOR ROBERT ALDEN**

**“Risk Registers”**

**Question:**

**Please provide copies of the Council's Corporate Risk Register, including Risk Management Actions Plans, for each quarter in the years 2020/21 to 2023/24.**

**Answer:**

The Strategic Risk Register is the council's corporate risk register. It is a dynamic working document with rolling updates and quarterly snapshots of the risk management action plans have not been retained and therefore cannot be provided.

Officers have agreed to review the length of time items are retained to ensure that all future action plans are held with the Audit Committee agenda item for future reference.

Risk levels and changes are reported to Audit Committee three or four times a year as follows:

Strategic Risks were reported to Audit Committee in:

July 2020 - [Document.ashx \(cmis.uk.com\)](#)

November 2020 - [Document.ashx \(cmis.uk.com\)](#)

January 2021 - [Document.ashx \(cmis.uk.com\)](#)

April 2021 - [Document.ashx \(cmis.uk.com\)](#)

July 2021 - [Document.ashx \(cmis.uk.com\)](#)

October 2021 - [Document.ashx \(cmis.uk.com\)](#)

January 2022 - [Document.ashx \(cmis.uk.com\)](#)

April 2022 - [Document.ashx \(cmis.uk.com\)](#)

September 2022 - [Document.ashx \(cmis.uk.com\)](#)

January 2023 - [Document.ashx \(cmis.uk.com\)](#)

February 2023 - [Document.ashx \(cmis.uk.com\)](#)

July 2023 - [Document.ashx \(cmis.uk.com\)](#)

October 2023 - [Document.ashx \(cmis.uk.com\)](#)

CITY COUNCIL – 9 JANUARY 2024

WRITTEN QUESTION TO THE DEPUTY LEADER OF THE COUNCIL FROM  
COUNCILLOR ALEX YIP

**“Prior knowledge of potential equal pay liability”**

**Question:**

**At Full Council on 5 December 2023, I asked if any of your cabinet colleagues who were in receipt of the 3 February email setting out a potential £800m equal pay liability, had any conversations with you about this before you voted at cabinet and council to recommend and approve the budget for 2023/24. You failed to answer this question directly, please can you do so now?**

**Answer:**

I will answer this question and the answer is ‘no’.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE DEPUTY LEADER OF THE COUNCIL FROM  
COUNCILLOR BRUCE LINES**

**“GMB ballot”**

**Question:**

**In a tweet in April 2022 you said you were "*proud to be a member of @GMBWestMidlands and support the equal pay fight in Birmingham. BCC should be leading the way*" and shared an image showing support for GMB Union's fight for equal pay from the council. Given this view, and the continued delays in settling equal pay by BCC, will you be supporting fellow GMB members and encouraging them to vote Yes in the current ballot against the council's delays?**

**Answer:**

I have never hidden the fact I am a member of a trade union and have always ensured this is reflected in my declarations of interests.

As tweeted in April 2022, I am a proud trade union member and that position has not changed. I still believe that Birmingham City Council should be leading the way when it comes to improvements in service delivery, culture and pay equity.

This is why since becoming a Deputy Leader, I and the Leader have made the same commitment to be open about the Council's challenges and will do all we can to ensure that pay equity is implemented, an issue that has plagued this City since the Conservative and Liberal Democrat coalition in the City.

**C**

**PLEASE NOTE NO WRITTEN QUESTIONS WERE SUBMITTED FOR  
THE CABINET MEMBER FOR CHILDREN YOUNG PEOPLE AND  
FAMILIES**

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR DIGITAL, CULTURE,  
HERITAGE AND TOURISM FROM COUNCILLOR MEIRION JENKINS**

**“365 Licenses”**

**Question:**

**How many inactive users currently hold Microsoft 365 licenses?**

Answer:

Zero

Inactive licences are cleared down and made available for reassignment on a minimum of a weekly basis.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR DIGITAL, CULTURE,  
HERITAGE AND TOURISM FROM COUNCILLOR RON STORER**

**“365 Licenses 2”**

**Question:**

**How many Microsoft 365 licences does the Council currently hold for users who have left the organisation?**

Answer:

5

The process is that once users have left the organisation, their licence is removed and made available to be reassigned elsewhere/or given up if we no longer need it.

There are a small number of users that have left the organisation that do still have a licence assigned (albeit the account is locked), this is for very particular reasons to facilitate swift retrieval of data and by special exemption agreed by the Director of People Services and the Chief Information Officer.



CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR DIGITAL, CULTURE, HERITAGE AND TOURISM FROM COUNCILLOR ADRIAN DELANEY**

**“Solstice”**

**Question:**

**Please provide details of the business case for the purchase and implementation of the Mersive Solstice system including:**

- **Total capital costs of installation**
- **Total ongoing revenue costs for licensing and maintenance**
- **Identified business benefits over simply using existing 365 capabilities for screen sharing**
- **Any forecast savings over the lifetime of the system**
- **Procurement route followed, including date appeared on PPAR and date entered onto contract register**
- **Authorisation route, including who signed off and when**

Answer:

**Total capital costs of installation**

- £98,742, including all kit, audio, visual, acoustic screens and licences.

**Total ongoing revenue costs for licensing and maintenance**

- 5,472 per annum for 16 rooms. The cost per room is slightly less than a comparable licence for Microsoft Teams Rooms.

**Identified business benefits over simply using existing 365 capabilities for screen sharing**

- Wifi enabled as opposed to needing hardwired cables
- Multi-functional screens providing whiteboard capability as well as visual in meeting screens
- Conferencing facilities that can see the entire room and zoom in on a specific speaker

- This project was also about replacing aged and ineffective kit that had been transferred in a hurry from other buildings during the pandemic which was not designed for use in the Council house with its high ceilings. The screens in many cases were too small and in all cases the audio and visual experience very poor due to echo and distance from the microphone or speakers. There were many complaints from users about the experience both for those in the room and those online.

**Any forecast savings over the lifetime of the system**

- A very small saving on cost per room compared with Teams Rooms licence

**Procurement route followed, including date appeared on PPAR and date entered onto contract register**

- No requirement for PPAR as spend is below threshold
- Procurement route: mini competition through framework -NHS Shared Business Services Framework Agreement for Audio Visual and Integrated Operating Theatres (Ref SBS/18/CR/WCN/9343 - LOT 4)
- Tender issued on 9<sup>th</sup> Dec 2022 and Tender received 9<sup>th</sup> Dec 2022 then evaluated, and the successful bidder was IDNS.
- Entered onto contract register 25 Jan 2023

**Authorisation route, including who signed off and when**

- This initiative was part of the New Ways of Working programme business case approved by Cabinet in July 2021
- Authorisation route - Finance & Legal, DPR & Head of Technology Practice Commercial & Investment on behalf of Digital and Technology Services CIO
- Who signed off and when - Finance & Legal on 23rd January 2023, Head of Technology Practice Commercial & Investment on 25th January 2023
- Both Section 151 Spend Control Approval was obtained on 15th & 26th September 2023

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM  
COUNCILLOR ROBERT ALDEN**

**“Task and Finish end date”**

**Question:**

**On what date did all task and finish arrangements within the waste management and parks services finally and fully cease?**

**Answer:**

This is currently the subject of equal pay litigation between the council and several employees and as such would require the disclosure of confidential or exempt information, which we are unable to do if we are to properly defend the council's position.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM  
COUNCILLOR RICHARD PARKIN**

**“Task and Finish checks”**

**Question:**

**What actions have you taken, as Cabinet Member, to satisfy yourself that, as of today, there are no task and finish arrangements currently operating within the waste service?**

**Answer:**

I am briefed by senior officers on a weekly basis in relation to matters across all aspects of my portfolio, including working practices when this is appropriate and relevant.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM  
COUNCILLOR RICK PAYNE**

**“Wildflower Meadows 1”**

**Question:**

**What is the planned revenue saving from the proposed changes to replace turf with wildflower meadows in Pype Hayes Park, Sorrel Park and Paget Village Green?**

**Answer:**

At present there is a live, ongoing, consultation into community park improvement proposals at the sites in question.

The survey on the Be Heard public consultation portal lists a range of possible improvements at each site, seeking the views of respondents on their preference for the various options.

The consultation process will help inform the shaping of the final proposals at each site. It is at that point that we will be in a position to disclose full details on proposed allocation of individual budget items and costings. Until that point these are merely ideas for discussion.

**CITY COUNCIL – 9 JANUARY 2024**

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM  
COUNCILLOR ALEX YIP**

**“Wildflower Meadows 2”**

**Question:**

**What is the total of money set aside, including funding source, for the completion of works to convert turf to wildflower meadows in Pype Hayes Park, Sorrel Park, and Paget Village Green?**

**Answer:**

At present there is a live, ongoing, consultation into community park improvement proposals at the sites in question.

The survey on the Be Heard public consultation portal lists a range of possible improvements at each site, seeking the views of respondents on their preference for the various options.

The consultation process will help inform the shaping of the final proposals at each site. It is at that point that we will be in a position to disclose full details on proposed allocation of individual budget items and costings. Until that point these are merely ideas for discussion.

The total set aside for all three parks is £170,000 from a range of sources which include Community Infrastructure Levy (CIL), City of Nature (Fair Parks Standard Funding) and a contribution from the Friends of Sorrel Park.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM  
COUNCILLOR GARETH MOORE**

**“Wildflower Meadows 3”**

**Question:**

**What is the estimated cost of work to convert turf to wildflower meadows in Pype Hayes Park, Sorrel Park, and Paget Village Green?**

**Answer:**

At present there is a live, ongoing, consultation into community park improvement proposals at the sites in question.

The survey on the Be Heard public consultation portal lists a range of possible improvements at each site, seeking the views of respondents on their preference for the various options.

The consultation process will help inform the shaping of the final proposals at each site. It is at that point that we will be in a position to disclose full details on proposed allocation of individual budget items and costings. Until that point these are merely ideas for discussion.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM  
COUNCILLOR DEIRDRE ALDEN**

**“Returned equipment”**

**Question:**

**Since April 2022, how many items used by any part of the fleet and waste or parks services, have been taken back by the company who hired/leased them due to unpaid invoices? In each case please specify the date returned, the length of delay in payment, and the outstanding amount owed.**

**Answer:**

Since April, there have been no cases where items have been taken back by the company who hired/leased them due to unpaid invoices.



CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM COUNCILLOR DAVID BARRIE**

**“Vehicle Breakdowns”**

**Question:**

**In each month since April 2018, how many vehicles within waste collection have been unable to fill any route due to maintenance issues and breakdowns?**

**Answer:**

Please find the table below which shows the number of rounds that were not completed on the scheduled day in each month because of vehicle problems. Please be aware of the following:

- Unfortunately, we do not have data any earlier than February 2022.
- This data does not provide an insight into actual vehicle maintenance issues, because rounds should still be completed by alternative crews (or the same crew in a different vehicle) in the event of a breakdown.
- This data does not provide an accurate scale of impact because an incomplete round could be anything from a single road outstanding (perhaps 20 properties) to the entire round being outstanding (potentially up to 1000 properties). In addition, some outstanding roads may have been collected the following working day after being missed whereas some may not have been collected until the next collection.

		Number of rounds that were not fully completed due to vehicle issues	Number of rounds planned for month	Percentage of planned rounds not fully completed due to vehicle issues
2022	Feb	28	2820	0.9929%
	Mar	38	3243	1.1718%
	Apr	47	2961	1.5873%
	May	26	3102	0.8382%
	Jun	8	3102	0.2579%
	Jul	7	2961	0.2364%
	Aug	25	3243	0.7709%
	Sep	13	3102	0.4191%
	Oct	23	2961	0.7768%

	Nov	28	3102	0.9026%
	Dec	23	2961	0.7768%
2023	Jan	27	3102	0.8704%
	Feb	3	2820	0.1064%
	Mar	4	3243	0.1233%
	Apr	8	2820	0.2837%
	May	3	3102	0.0967%
	Jun	5	3102	0.1612%
	Jul	2	2961	0.0675%
	Aug	2	3243	0.0617%
	Sep	26	3102	0.8382%
	Oct	5	2961	0.1689%
	Nov	6	3102	0.1934%
	Dec	7	2820	0.2482%

**CITY COUNCIL – 9 JANUARY 2024**

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM  
COUNCILLOR DAVID PEARS**

**“Fleet Replacement Strategy”**

**Question:**

**The Fleet replacement strategy approved in June 2019 set out a timetable to replace 247 vehicles within fleet and waste by the end March 2022. How many in total were replaced between June 2019 and March 2022, and how many have been replaced since March 2022?**

**Answer:**

A total of 76 vehicles were procured between June 2019 and March 2022. There have been no other vehicles procured since that date.

I would draw your attention to answer E4 within the December 2023 City Council Written Questions for full details on why this is the case. In short, we were awaiting the delayed announcement from Defra on Simpler Recycling, which was needed to inform future plans.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM  
COUNCILLOR EWAN MACKEY**

**“Green lid bins”**

**Question:**

**Since the initial order of 840 green lid recycling bins on 24 July 2022 (as per written question E9, 12 September 2023) how many more bins have been ordered, on what dates, and when was spending control board approval obtained?**

**Answer:**

Since the initial order, a further 240 green lid bins have been ordered as part of a wider order of bins including for new properties and replacements for those that have been broken or stolen.

Future orders for green lid bins will be subject to spend control approvals and a case will be put forward on the basis that they help increase recycling rates, reduce waste being landfilled or incinerated, and generate an income stream for the city – as per the paper/cardboard contract that the council has.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM  
COUNCILLOR RON STORER**

**“Green lid bins 2”**

**Question:**

**How many requests for an additional green lid recycling bin have been made since the new policy was announced and how many additional bins have been delivered?**

**Answer:**

Since the introduction of wheelie bins almost a decade ago, the Council has allowed citizens to request a second recycling bin free of charge, if a single bin did not provide them with sufficient capacity.

This option was promoted on 30 August 2023, before the issuing of the Section 114 notice and therefore prior to spend control being introduced.

Since that date until 4pm on 3 January 2024, 7,738 requests had been made for additional recycling bins.

Of the requests made for these optional bins, 328 have been closed on the computer system/delivered.

We appreciate the enthusiasm shown for this option and thank those who have expressed an interest for their patience for an extra bin, beyond the core offer for all households.

Fulfilling outstanding and future requests is dependent on Spend Board approval. As per answer E9 this month, a detailed case in support of this initiative will be outlined as part of any future submission.

# E11

CITY COUNCIL – 9 JANUARY 2023

WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM  
COUNCILLOR DEBORAH HARRIES

**“Tree removal in Yardley East”**

**Question:**

Further to your reply (last round of written questions) about the large number of tree removals in my ward (see below) could I ask that, just as you identify very specifically the locations of each of the trees that you remove, that you notify me as and when those trees are replaced, confirming the location, and with a tally of the numbers removed and replaced?

**Response:**

“Highway Trees are inspected on a cyclical 5-year programme. Yardley East is currently being inspected as part of the 2023/2024 arboriculture inspection route, which will explain the increase in the number of tree notifications.

For every tree that is removed a new tree is planted, ideally in the same location. Where this is not possible, a new tree will be planted in a different location within the same ward.”

Answer:

In relation to trees within the Yardley East ward and with the planting season underway, five of the 20 trees removed in 2022/23 have now been planted and the remainder are due to be planted before the end of the planting programme in April 2024. A list of all removals/replants to date listed below:

<b><u>Tree Removal Location</u></b>	<b><u>New Tree Site</u></b>	<b><u>Works Completed</u></b>	<b><u>Completion Target date</u></b>
STONEY LANE	STONEY LANE	Yes	N/A
BLAKESLEY ROAD	BLAKESLEY ROAD	Yes	N/A
DOVE CLOSE	DOVE CLOSE	Yes	N/A
HILLBROOK GROVE	HILLBROOK GROVE	Yes	N/A
GLENEAGLES ROAD	GLENEAGLES ROAD	Yes	N/A
ABBESS GROVE	ABBESS GROVE	No	Before End of April 24

BARROWS LANE	BARROWS LANE	No	Before End of April 24
BARROWS LANE	BARROWS LANE	No	Before End of April 24
BARROWS LANE	BARROWS LANE	No	Before End of April 24
BLAKESLEY ROAD	BLAKESLEY ROAD	No	Before End of April 24
CHURCH ROAD	CHURCH ROAD	No	Before End of April 24
DUNCROFT ROAD	DUNCROFT ROAD	No	Before End of April 24
GLENEAGLES ROAD	GLENEAGLES ROAD	No	Before End of April 24
GLENEAGLES ROAD	GLENEAGLES ROAD	No	Before End of April 24
GLENEAGLES ROAD	GLENEAGLES ROAD	No	Before End of April 24
INGLEFIELD ROAD	INGLEFIELD ROAD	No	Before End of April 24
STONEY LANE	STONEY LANE	No	Before End of April 24
STONEY LANE	STONEY LANE	No	Before End of April 24
VIBART ROAD	VIBART ROAD	No	Before End of April 24
VIBART ROAD	VIBART ROAD	No	Before End of April 24
		<b>Total Trees Removed</b>	<b>20</b>
		<b>Total Trees Planted</b>	<b>5</b>
		<b>Number of Trees Remaining on Programme</b>	<b>15</b>

# E12

CITY COUNCIL – 9 JANUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM  
COUNCILLOR IZZY KNOWLES**

**“Public Sector Decarbonisation Scheme”**

**Question:**

**Did the Council make an application to the Public Sector Decarbonisation Scheme in any of Phase 3a (2021), 3b (2022) & 3c (2023)?**

**Please list details of the applications made.**

Answer:

We did not submit to phase 3a in 2021. We had planned to submit an application to phase 3b in 2022, however issues around the availability of baseline building condition data led to our withdrawal.

We submitted to phase 3c in October 2023 to secure funding for the installation of ground source heat pumps at the historic Highbury Hall, as part of the wider restoration of the Grade II listed mansion house.

If successful we expect the ground source heat pumps to reduce Highbury Hall’s emissions by 65,000 tCO<sub>2</sub>e.



CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND  
RESOURCES FROM COUNCILLOR RON STORER**

**“Blacklisted”**

**Question:**

**Has the Council been blacklisted in anyway from any financial markets or bank lending services etc since its financial situation has started to become public from April last year?**

**Answer:**

We are not aware that the Council has not been officially 'blacklisted' from financial markets or bank lending services from April 2023.

The Council has secured loans from local authorities since April 2023 and since issuance of the Section 114 notice in September 2023.

The Council also continues to have a working capital facility in place with its own bankers that can be drawn upon if needed.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND  
RESOURCES FROM COUNCILLOR DARIUS SANDHU**

**“Credit Rating”**

**Question:**

**What is the Council's current credit rating, including the date it was last confirmed?**

**Answer:**

The Council does not currently have an official credit rating with the major credit rating agencies.

The Council previously maintained long term credit ratings with Moody's (Aa1) and Standard and Poor's (AA+) until August 2013 where the purpose of the ratings was to enable the Council to borrow from the capital markets by means of a bond issue, if conditions were appropriate.

Borrowing opportunities have however changed, with the Government providing cheaper loans from the Public Works Loans Board (PWLB) than when the Council first sought the ratings. The Council decided that a public bond issue was unlikely to be used, and so there was no need to continue to maintain the ratings, which required significant management time and the payment of annual fees.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND RESOURCES FROM COUNCILLOR EWAN MACKEY**

**“Commonwealth Games Legacy Fund”**

**Question:**

**At Full Council on 5 December 2023, in response to a question on the Commonwealth Games Legacy Fund, you said that it was your understanding that this fund was ringfenced and so not being used for other purposes. Now you have had the opportunity to check your understanding, can you provide an update on the status of this fund, including the total amount spent for its original purpose, and any sums reallocated or unringfenced since the issuing of the s114 notice?**

**Answer:**

The level of underspends available for the Legacy Portfolio amounts to £31million, of which £7million has so far been incurred or contractually committed. This excludes ringfenced grants from the WMCA and is before taking account of any further distributions to be made by the Birmingham 2022 Organising Committee liquidator (not expected to be material).

The BCC CWG Funding Legacy underspend is not formally ringfenced via any agreement with DCMS. A potentially uncommitted balance of up to £24million remains.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND RESOURCES FROM COUNCILLOR DEBBIE CLANCY**

**“Section 25 agreement”**

**Question:**

**At Cabinet on 14 February 2023, as well as voting to recommend the 23/24 financial plan to Council, you also specifically and explicitly agreed to the level of risk and budget assumptions set out in the Section 25 Statement from the Chief Finance Officer. Ahead of making that informed decision that you agreed with assumptions made by the Chief Finance Officer, what conversations did you have with cabinet colleagues about the £800m liability you were warned about a little over 10 days earlier, and how this may impact on the assumptions you were agreeing to?**

**Answer:**

Cabinet would have considered all relevant advice in making their recommendations to council as part of their budget responsibilities.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND  
RESOURCES FROM COUNCILLOR DEIRDRE ALDEN**

**“Capture purchase”**

**Question:**

**On what date did the Council commence payments for the software 'Capture' to look for duplicate payments, and on what date did this software go live?**

**Answer:**

The system was procured in June 2021 and operated with the SAP system until March 2022.

The Capture solution, previously operating under SAP, is in the process of being transitioned to support the same functionality under the new Oracle Fusion solution, with an expected Go Live date of January 2024.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND  
RESOURCES FROM COUNCILLOR DAVID BARRIE**

**“Capture issues flagged”**

**Question:**

**By month since the software Capture was purchased by the council, please provide a breakdown of the number of issues flagged by the software, including a) number of potential issues flagged b) number of incidents of potential fraud prevented c) number of incidents of actual fraud discovered d) value of fraud discovered and amount of this recovered.**

**Answer:**

Capture provides a suite of tools for Accounts Payable to help identify and pre-emptively recover potential overpayments. The suite includes checks for:

- Duplicated payments
- VAT errors
- Sequencing errors
- Out-of-the-norm spikes in payment values
- Net & VAT coding errors

The Capture system is not yet operational for Oracle Fusion and is in the process of implementation with an expected Go Live of January 2024. Therefore, there are no results to report for points a) to d)

Figures for results from June 2021 to March 2022 when Capture was used with the SAP system, will be circulated when they can be retrieved.

# F7

**PLEASE NOTE WRITTEN QUESTION F7 – CABINET MEMBER FOR  
FINANCE AND RESOURCES - HAS NOW BEEN REDIRECTED TO J3 –  
CABINET MEMBER FOR TRANSPORT**

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND  
RESOURCES FROM COUNCILLOR DAVID PEARS**

**“Procurement of special advisor”**

**Question:**

**What procurement route was followed to engage Gerard Coyne, former Labour councillor for Longbridge, former candidate for General Secretary of Unite, and current Chair of Sandwell Area Unite Branch, as special advisor, including which officer(s) and cabinet member(s) approved the spend?**

**Answer:**

I refer Councillor Davis to the response to A12.



CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND  
RESOURCES FROM COUNCILLOR ADRIAN DELANEY**

**“Statutory Interest”**

**Question:**

**How much has the Council paid in statutory interest for late invoices since April 2022?**

**Answer:**

Currently, there is no visibility within the ledger to enable the council to separately analyse and report on statutory interest.

There have been a limited requests for this information in the past however following the implementation of Oracle and the issues that have followed more recently, there have been a number of similar requests for this type of information. A change in process to enable this information to be captured going forwards has been flagged for consideration and will be progressed.

# F10

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND  
RESOURCES FROM COUNCILLOR MEIRION JENKINS**

**“Potential Statutory Interest”**

**Question:**

**What is the amount of statutory interest that would be due on all unpaid invoices currently over 30 days old, if each supplier claimed it?**

**Answer:**

Based on the current outstanding overdue debt (over 30 days) of £52m and the current statutory late payments annual interest rate of 8% (basis: Late Payments of Commercial Debts Act 1998) the liability would be £4.2m. This is based on the supplier being successful in a court claim.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND  
RESOURCES FROM COUNCILLOR BRUCE LINES**

**“Building Brum”**

**Question:**

**In each of the last 6 years, how much has the Council paid to ‘Building Brum’, either directly or in-kind (e.g. hosting Building Brum events or marketing their work)?**

**Answer:**

Building Brum is a private entity for those with a common interest in the built environment in Birmingham. Birmingham CC has not provided any financial contributions to Building Brum (or any legal trading entity that delivers the aims of Building Brum) nor directly hosted events in kind.

As a collaborative collation of stakeholder within the community Officers have engaged at speaking engagements but as a Council have not commissioned any work directly.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND  
RESOURCES FROM COUNCILLOR ALEX YIP**

**“Cavendish Consulting”**

**Question:**

**How much has the Council paid Cavendish Consulting in each of the last 11 years?**

Answer:

Following a search within SAP and Oracle we have been unable to trace any Vendor records for Cavendish Consulting.

Pre-2017 Cavendish Consulting were called Built Environment Communications Group Ltd (BECG Ltd). Having searched against different addresses identified for BECG Ltd and the company registration number we have been unable to trace any records for the organisation.

This excludes one-time payments.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND  
RESOURCES FROM COUNCILLOR ADAM HIGGS**

**“School costs”**

**Question:**

**Since April 2022, please provide a breakdown of money paid to schools for any loss incurred by them as a result of Oracle failings, including the school, date, amount paid, and reason.**

**Answer:**

The Council agreed a one-off 10% reduction in 2023/24 fees for schools who procure the Council's traded services (Human Resources, Payroll, Finance). This was to acknowledge the issues/inconvenience caused by the ERP implementation and equates to £156k, £129k and £136k respectively for those services.

**G**

**PLEASE NOTE NO WRITTEN QUESTIONS WERE SUBMITTED FOR  
THE CABINET MEMBER FOR HEALTH AND SOCIAL CARE**

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR HOUSING AND HOMELESSNESS FROM COUNCILLOR DEIRDRE ALDEN**

**“Selective Licensing Inspections”**

**Question:**

**How many properties have been inspected so far across the whole city, and in Edgbaston Ward specifically, as a result of the Selective Licensing Scheme, and how many in the city, and in Edgbaston Ward, have been deemed to need improvements? Please note that when I say Edgbaston Ward, I mean Edgbaston Ward and not North Edgbaston Ward.**

**Answer:**

To date, 50 properties have been inspected city wide, primarily as a training tool for new officers. However, there are approximately 300 properties booked to be inspected in the next few weeks, as more officers are appointed.

The majority of properties inspected city wide have been compliant with the licensing condition; an example of non-compliance is where one property did not have a carbon monoxide monitor which is one of the conditions. The inspecting officer spoke to the landlord, and this was remedied the next day without the need for formal enforcement action. Several properties have had minor disrepair identified, the landlord has been advised and the disrepair has been remedied.

Two properties have been referred to the Private Rented Services team for further investigation and Property Licensing Compliance officers will take further action where appropriate.

In the Edgbaston ward specifically, 6 compliance inspections have been completed. Of these 6, only minor issues were identified and reported to the landlord.

Properties are being inspected on a ward basis. Currently inspections are being booked in 5 different wards. Once these are complete, officers will move to other wards. As capacity increases more wards will be visited at the same time.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR HOUSING AND HOMELESSNESS FROM COUNCILLOR ADAM HIGGS**

**“Compliance Action Plan”**

**Question:**

**Please provide an updated copy of the latest compliance action plan that is shared with the Compliance Board responsible for tracking progress against actions to address the RSH findings.**

**Answer:**

Please see separate excel document – Final October 2023 RSH Delivery plan. The updated action plan for December is to be reviewed and agreed with the Regulator on 9<sup>th</sup> January 2024 and will be available following that meeting.



FINAL October 2023  
RSH Delivery Plan (2).



CITY COUNCIL – 9 JANUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR HOUSING FROM  
COUNCILLOR ROGER HARMER**

**“Local Government and Social Care Ombudsman case 23001172”**

**Question:**

**“With regard to case number 23 001 172 at the Local Government and Social Care Ombudsman, can you please advise what lessons have been learned from this case and what measures have been put in place to ensure that people are put into suitable interim or temporary accommodation in future?”**

Answer:

I can confirm that the recommendations made by the Local Government and Social Care Ombudsman (LGSCO) for case 23001172 have been met. As the LGSCO final decision notes “The Council is taking action to reduce the time families spend in bed and breakfast accommodation, so it is not necessary to recommend a service improvement in this area.” These actions are outlined below.

The number of households approaching the City Council in housing need has increased significantly. The number of homeless presentations is 18.5% higher in 2023 compared to 2022. While success in preventing homelessness has strengthened there has also been increased demand for temporary accommodation. A key lesson and challenge are the availability and suitability of temporary accommodation that meets the specific and sometimes complex needs of a household.

The Housing Solutions and Support redesign invested in additional capacity to undertake Housing Needs Assessments, complete Personal Housing Plans and assist households in the prevention of homelessness. The redesign also launched the Accommodation Finding Team to work with private landlords to secure tenancies for households in housing need, in 2 years over 400 homes have been secured.

The Temporary Accommodation Strategy reviewed the demand for temporary and permanent accommodation and considered the options available to meet the demand for temporary accommodation while there is a lack of available, affordable, permanent homes. The Temporary Accommodation Strategy, approved by Cabinet in June 2023, recommended the continued investment in access to the Private Rented Sector via the Accommodation Finding Team, as well as building upon a pilot Property Acquisition Programme. In addition, there is a programme of leasing homes via Housing Associations for use as Temporary Accommodation, funding from Government for further acquisitions, and each month the service engages with

successful providers on a framework, for the provision of homes to be used as Temporary Accommodation.

There is a regime of inspection of Temporary Accommodation to seek to ensure quality standards are met. The service has commenced using Regulation 10 to contract emergency Temporary Accommodation, through which better provision is sought.

The number of households in B&B accommodation over six weeks with dependents has reduced over the past year, reducing the number of households in unsuitable Temporary Accommodation. The plan is agreed with and monitored by DLUHC advisors with whom the service meets regularly. Having Temporary Accommodation, available always, that is suitable for the needs and complexities of all remains challenging.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR SOCIAL JUSTICE,  
COMMUNITY SAFETY AND EQUALITIES FROM COUNCILLOR EWAN  
MACKEY**

**“Jewish population in Birmingham”**

**Question:**

**At Full Council on 3 November 2020, the Leader agreed to produce a report on the Jewish Community in Birmingham to identify what steps could be undertaken to increase the proportion of Jewish residents living within the City. Please provide an update on this report, including publishing a copy and identifying what steps have been taken to implement any recommendations from it.**

**Answer:**

The following activities have been undertaken:

**Data review:** A data review was conducted to understand what data was available to undertake the statistical analysis that was requested. A search through the websites of key organisations that may hold relevant data (e.g. Office of National Statistics, NOMIS, Institute of Jewish Policy Research (JPR) publications, Board of Deputies of British Jews (BOD) publications) and general internet search was undertaken. It has been concluded that there is insufficient data available to conduct a statistical analysis.

**Institute of Jewish Policy Research:** Initial engagement with JPR was initiated to explore what data was available to help provide insight about the Jewish community and how an appropriate research organisation could support this.

The key points they made included:

- Likely that **population change within the Jewish community is less migration but more demographic changes** (e.g. older Jewish people tend to live outside London and Manchester and there is a decline in the older population due to age).
- **Census (2011) is the best available data** at the current time. If statistical analysis is required, it is recommended that data from Census (2021) is used when it becomes available.
- **Mixed methods/qualitative research is recommended** to understand motivations for leaving and staying in the city and there is a willingness from JPR to get involved, either in an advisory role or to be commissioned to conduct the research.

A more detailed summary of JPR's response is outlined below:

Topic/issue	Response
<p><b>JPR summary of what current data shows</b></p>	<p><i>“The long term general pattern of Jewish migration within Britain has been one of growth in London and the South East and Manchester alongside contraction pretty much everywhere else, including Birmingham.”</i></p> <p><i>“I should clarify that much of the population change we are witnessing is not driven by migration but rather, demographic process. In particular, Jewish communities outside London and Manchester have rather older age profiles and many are declining because of ageing. But in London and Manchester much of the growth is accounted for by extremely high fertility among Strictly Orthodox Jews. The key migratory movement has been to Barnet in London and South Hertfordshire at the expense of the regions.”</i></p>
<p><b>Availability of robust statistical data to conduct analysis outlined in ‘Birmingham’s Jewish Community’ report</b></p>	<p><i>“By far the best demographic data source on the Jewish population of Birmingham is the national census. To my knowledge it remains the only source that will provide you with the level of detail you’d need to investigate internal migration for this group. Unfortunately, as you will no doubt be aware, all census data are now a decade old as we are on the cusp of a new census in March (2021) and I would not expect to see detailed data on the Jewish population become available until early next year, if not later.”</i> [Note: It is likely that the data will not be available until at least 12 months after the Census is conducted.]</p> <p><i>“Although JPR does hold far more recent survey data on the Jewish population nationally, the small size of Birmingham’s Jewish community (perhaps 2,000 including Jewish university students from elsewhere) means the number of respondents we capture in the city is too small for a meaningful statistical analysis to be carried out (e.g. our most recent national survey contains 15 Jewish adult respondents from the city).”</i></p>
<p><b>Proposed research and potential support from JPR (or other appropriate research organisation)</b></p>	<p><i>“We feel that your best option is indeed some kind of qualitative snowball study and we would be interested in assisting you...However, JPR is a not-for-profit organisation...So unless you have a research budget available our input could only be advisory I’m afraid (e.g. possible suggestions of people to speak to, review content of interview/survey scripts to check they are focusing on the right themes etc.).”</i></p>

**Birmingham Jewish community:** Members and leaders of the key Jewish community groups (e.g. Birmingham Progressive Synagogue, Representative

Council of Birmingham & West Midlands Jewry and BVSC) were engaged. They made the following points:

- **Satisfaction:** two members stated that, in their view, Jewish residents were satisfied on the whole with the city, felt listened to/'part of the conversation' and satisfied with the support they receive.
- **Reasons for moving out of the city:** There was general agreement that some of the factors influencing people to move out of the city are similar to those expected to be seen in the general population. e.g.
  - to be closer to children and grandchildren;
  - for employment;

Other reasons, that were more specifically related to the Jewish experience included:

- attraction of Israel as a place to live (particularly for older Jewish people);
  - some (thought to be a small proportion) move for Jewish schools;
  - more difficult to find a Jewish partner, due to the small population in the city;
  - lack of Jewish facilities, e.g: kosher restaurants and delis;
  - younger people moving for university and not returning due to enjoying the Jewish community experience in other places (including more Jewish facilities and having more Jewish people to mix with) and wanting to retain this lifestyle;
  - younger people studying in Birmingham are enjoying the experiences (including the independence, engaging with synagogues) but do not want to live in the city.
- **Different perspectives:** there are likely to be differences in views and perspectives between different groups within the Jewish community, which can be explored further.
  - **Survey:** there were no objections to using this method to collect data.

This feedback provides valuable insight that can be used to inform the wider engagement and research activities (e.g. points of further discussion and survey questions).

Other Jewish community groups and organisations have also been engaged (e.g. synagogues, Birmingham JSOC (UoB and BCU), Birmingham Hillel House, Board of Deputies of British Jews and the Jewish Leadership Council. We are currently awaiting responses to the offer to join the discussions as part of the wider community cohesion conversation and contribute to the proposed research.

We will continue our dialogue with Jewish communities to engage them on taking forward Birmingham's community cohesion strategy and Everyone's Battle Everyone's Business equality strategy.

CITY COUNCIL – 9 JANUARY 2024

**WRITTEN QUESTION TO THE CABINET MEMBER FOR TRANSPORT FROM COUNCILLOR ROBERT ALDEN**

**“LED Lighting”**

**Question:**

**Please provide a breakdown of the installation of LED street lighting since 2012, including the total number of street lights then and now, the percentage of these that were LED then and now, and the total number of LED street lights installed by year.**

**Answer:**

Year	Lighting Columns	LEDs	%
<b>2012</b>	95230	5125	5.4
<b>2024</b>	99230	42833	43.2

Number LED's Installed by Year	
pre-2012	5125
2012	9749
2013	4403
2014	2969
2015	697
2016	2622
2017	2007
2018	1950
2019	2325
2020	2656
2021	2822
2022	2921
2023	1727
Unknown Install Date	860
<b>Total</b>	<b>42833</b>

CITY COUNCIL – 9 JANUARY 2023

WRITTEN QUESTION TO THE CABINET MEMBER FOR TRANSPORT FROM  
COUNCILLOR IZZY KNOWLES

**“Alcester Road”**

**Question:**

**As part of A435 bus priority improvement measures, double yellow lines have recently been installed to replace single yellow line parking restrictions on the south bound carriageway of Alcester Road between St Mary's Row and Reddings Road.**

**The consultation on the Be Heard site does not include this section of Alcester Road in the maps either on the 'parking' link or the proposed parking plans. Nor does there appear to be any reference in the TRO.**

**<https://www.birminghambeheard.org.uk/economy/moseleyrdalcesterrdbus/>**

**Could you please clarify if it was part of a separate consultation?**

**The existing consultation mentions letters being sent to 100 surrounding properties. This seems a low number considering the amount of properties and businesses along the entire route of the scheme. Please can you confirm which addresses these notices were sent to?**

**Answer:**

Public Consultation for the full scheme was undertaken in October 2019. At that time, the full scheme comprised 6 sections between Highgate Middleway and Reddings Road. Section 1 of the scheme was subsequently removed. St Mary's Row to Reddings Road formed section 6 of the full scheme.

Statutory Consultation for the Traffic Regulation Order (TRO) for sections 2, 3, 4 & 5 was undertaken in June 2022. Statutory Consultation for kerbside restrictions within section 6, between St Mary's Row and Reddings Road were omitted in error by TfWM from this process. A revised TRO Statutory Consultation exercise for section 6, relative to kerbside restrictions and bus lane hours of operation is expected to take place over the coming months.

Approximately 100 letters were sent to surrounding properties as part of the Statutory Consultation for the Traffic Regulation Orders on section 2, 3, 4 & 5. They did not include properties within Section 6, St Mary's Row to Reddings Road.

At this time, TfWM are unable to confirm exactly which properties received the letters. This information will be provided as soon as possible.

However, TfWM have now reviewed the design drawings submitted with the approved full business case and have confirmed a discrepancy between the design drawings and the TRO drawings for the works undertaken between St Mary's Row and Reddings Road in section 6. This is an error and TfWM are undertaking further investigations to understand how this occurred. TfWM will work with their designer, contractor and BCC colleagues to resolve this issue as quickly as possible.



**CITY COUNCIL – 9 JANUARY 2024**

**WRITTEN QUESTION TO THE CABINET MEMBER FOR TRANSPORT FROM  
COUNCILLOR TIMOTHY HUXTABLE**

**“CAZ Reserves”**

**Question:**

**What is the total of CAZ reserves allocated to fund the decommissioning of the Clean Air Zone?**

**Answer:**

An amount of £7m has been allocated to fund the decommissioning. £2m to cover actual dismantling of the infrastructure and £5m for any operating costs not covered by the revenues generated by the scheme.

**CITY COUNCIL – 9 JANUARY 2024**

**WRITTEN QUESTION TO THE CHAIR OF LADYWOOD WARD FORUM FROM  
COUNCILLOR DAVID BARRIE**

**“8 principles”**

**Question:**

**What are the ‘8 Principles’ you referred to in public meetings  
about the Ladywood regeneration scheme?**

Answer:

The 8 principles were set in Spring 2019 after a Ward Forum in February and were embodied in the original Cabinet report.

We publicised them in 2 posted letters to all households within the regeneration area:

- June 2019 which also invited everyone to the Ladywood Fun Day in late July where we had a well-attended regeneration stall.
- and June 2023 where we invited people to the Ward Forum of 20 July.

We repeated the principles in hand delivered newsletters across the area and in letters and email updates to residents who had responded via response slips and at the 2019 Fun Day.

Here are the 8 principles:

- To secure high quality, sustainable new homes as part of a well-designed neighbourhood.
- To provide a safe and attractive network of connected public open spaces and pedestrian routes.
- To create a new local centre with facilities and amenities to serve the local community.
- To enable the enhancement of the canal through improved access and greater levels of utility and interface with development.
- To create improved connections across the Middleway including boulevarding.
- To create a complementary mix of commercial and other uses to support a vibrant active neighbourhood.
- To provide new, high quality social housing.
- To ensure that the existing community is retained and involved in the development of the new neighbourhood.

# Birmingham City Council

## City Council

6 February 2024



**Subject:** Scrutiny Business Report  
**Report of:** Cllr. Sir Albert Bore  
**Report author:** Fiona Bottrill, Senior Overview and Scrutiny Manager,  
email: [fiona.bottrill@birmingham.gov.uk](mailto:fiona.bottrill@birmingham.gov.uk) Tel: 07395  
884487

Does the report contain confidential or exempt information?  Yes  No

If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential : None

### 1 Executive Summary

- 1.1 Overview and Scrutiny has responded to the challenges that the Council faces and continues to provide challenge and add value to the Council's governance. Scrutiny Committees will continue to review their work programmes as the Council's Improvement and Recovery Plan develops.

### 2 Recommendation(s)

- 2.1 That the report be noted.

### 3 Background

- 3.1 The [statutory guidance for local government overview and scrutiny](#) sets out the role it can play in holding an authority's decision makers to account. This makes it fundamentally important to the successful functioning of local democracy. Effective Overview and Scrutiny should:
- Provide constructive 'critical friend' challenge;
  - Amplify the voices and concerns of the public;
  - Be led by independent people who take responsibility for their role;
  - Drive improvements in public services.

3.2 The functions of Overview and Scrutiny Committees are outlined in The City Council's Constitution | Birmingham City Council:

- Make reports and/or recommendations to the full Council, the Executive and/or other organisations in connection with the discharge of the functions specified in their terms of reference.
- Consider any matter covered in their terms of reference that may affect or be likely to have an effect on the citizens of Birmingham; relevant to the Council's strategic objectives; relevant to major issues faced by officers in managing a function of the Council; and likely to make a contribution to moving the Council forward and achieving key performance targets.

3.3 The report sets out the work undertaken by the 8 Scrutiny Committees below from July 2023 to February 2024:

- Co-ordinating
- Economy and Skills
- Education, Children and Young People
- Finance and Resources
- Health and Adult Social Care
- Homes
- Neighbourhoods
- Sustainability and Transport

3.4 Birmingham City Council also continues to be part of 3 regional scrutiny meetings. These are:

- Birmingham and Sandwell Joint Health Overview and Scrutiny Committee
- Birmingham and Solihull Joint Health Overview and Scrutiny Committee
- West Midlands Police and Crime Panel

#### **4 Scrutiny Response to Intervention and the Governance Review**

4.1 Since the last Scrutiny Business Report the Council has identified further challenges which has resulted in the appointment of Commissioners who have the power to exercise all functions associated with scrutiny of strategic financial decision making in the Authority. The Governance Review presented to Cabinet on 12 December [CMIS > Meetings](#) made a number of recommendations relating to Overview and Scrutiny.

4.2 In response Overview and Scrutiny has:

- Established the Budget Scrutiny Task and Finish Group. Details of this work are set out in Section 8.8 below.

- Established the Governance Stabilisation Task and Finish Group that will scrutinise the implementation of the recommendations of the Governance Stabilisation Plan.
- During January and February all Overview and Scrutiny Committees will review their work programme to align to the recommendations of the Governance Stabilisation Plan and developing Improvement and Recovery Plan.

## **5 Co-ordinating OSC**

- 5.1 Since the last Scrutiny Business Report, in addition to co-ordinating scrutiny activity relating to responding to the financial challenges the Council faces, Co-ordinating OSC has continued to focus on work concerning customer services, the West Midlands Deeper Devolution Deal, the Cost of Living, the Homes for Ukraine Programme, and the impact of the Elections Act.
- 5.2 In July, the Committee completed work which had been led by the Customer Services Scrutiny Task and Finish Group. In concluding this work, the Committee agreed future monitoring would be undertaken by the relevant service area scrutiny committees to ensure the identified end-to-end customer improvements are implemented. For example, Neighbourhoods OSC will lead on follow up work required with Waste and Bereavement Services. Sustainability and Transport OSC will lead on the p work required across Highway Repairs while Homes OSC will ensure the end-to-end improvements are delivered in relation to Housing Repairs.
- 5.3 July also provided opportunities for pre-decision scrutiny of the West Midlands Deeper Devolution Deal before Cabinet considered this in September. The Committee supported the Levelling-up Zone proposals and the Investment Zone approach and highlighted a number of governance and accountability issues which required further attention.
- 5.4 In July, the Committee also set up a Task and Finish Group to look at the Cost-of-Living Programme. Evidence gathering took place at pace with a session, held in July, looking at the internal processes involved in the delivery of the programme. Sessions in September examined the three core workstreams of Warm Welcome, Food Provision and Information, and Advice and Guidance. These sessions included input from external witnesses and a session to draw findings and recommendations together, which were then reported to the Committee in October ([click here to view the final report](#)).
- 5.5 During the autumn the Committee's work focused on the Council's equal pay liability and financial reports which had been considered by Cabinet. For example, in October the Committee scrutinised delivery of the 2023/24 Budget Savings (relevant to the Committee's terms of reference) and considered the Council's response to the Section 114 Notices and Financial Recovery Plan.
- 5.6 In December, the Committee ensured recommendations, made back in April 2023, were monitored in relation to the Homes for Ukraine programme. This item

included a response, against each of the 17 recommendations, from the Cabinet Member for Social Justice, Community Safety and Equality and input from the Chief Executive, who attended the meeting, on management actions arising from the initial scrutiny report,

- 5.7 This item also provided an officer response, and provided opportunities for questions, concerning reports that 1000 asylum seekers would be placed in Birmingham before Christmas.
- 5.8 The Committee concluded its committee agenda for 2023 by hearing from the Council's Returning Officer in relation to the impact of the Elections Act 2022, including the need for voter ID, and what measures might be needed for future elections across Birmingham.

## **6 Economy and Skills OSC**

- 6.1 In July, the Committee considered a report on the proposed 'Our Future City Plan' and wider regeneration programmes to understand the benefits being spread across the city. Members provided a response as part of the formal consultation on the plan and also considered further information relating to the process and timescale for the renewal of the Birmingham Development Plan 2031.
- 6.2 The Committee received its first monitoring report on the progress made with the implementation of the Employment and Skills Inquiry recommendations in October; this Inquiry had been agreed by Council in April 2023. A letter to the government is also being prepared in relation to matters raised by young people during the Inquiry with reference to education, careers advice and guidance and employment support.
- 6.3 As part of this inquiry, Members had identified a number of issues that needed further investigation. At the September meeting the Committee considered the role of the Council's Procurement service to increase social value through the Council's contracts. Members were particularly interested in seeing what could be done to increase the opportunities available to young people to gain valuable skills and employment through the contracts that are being let. The Committee was keen to understand where Birmingham could learn from others and how to improve the monitoring of contracts to ensure that they were delivering benefits for residents. Members asked for information on where social value had made an impact on regeneration projects such as Peddimore and Alexander Stadium, as well as an update on the implementation of the Audit Committee's recommendations on the Council's Social Value Procurement mechanism. Members wanted to ensure that the creation of apprenticeships in the future through council contracts were of real value to young people.
- 6.4 Following the report to Cabinet in July that set out the in-year budget gap and the Section 114 Notices issued in September, and as agreed by Co-ordinating OSC, the Committee undertook the first of its sessions looking at what contribution it could make (within the realms of its remit) to the budget savings and recovery

plan following the reality of the financial challenges facing the Council. This has been followed by further scrutiny on the delivery of the 2023/24 budget savings as set out in the Medium-Term Financial Plan following the issuing of the Section 114 notice. Members emphasised the need to expediate immediate savings, and this included the acceleration in sales of commercial property including Council office buildings that had been sold and the saving being realised. However, the Committee was clear that due consideration needs to be given to operational and community assets in order to get best value. It was added that the disposal of local assets needs to be considered carefully due to the benefit for, and impact on, the local community.

- 6.5 In December, the Committee considered the West Midlands and Warwickshire Local Skills Improvement Plan; this was presented by the Chief Executive of Coventry and Warwickshire Chamber of Commerce who had led on its development on behalf of the region. Members were able learn about the plan and its implications for the city, and how the Council could support the recommendations that would support the development and improvement of skills levels in Birmingham.
- 6.6 In January, the Committee began to shape an initial approach for the scrutiny of the asset disposal programme. In its considerations, the Committee was informed by practice from other Local Authorities under intervention, most notably Croydon Borough Council and Slough Borough Council. Initially, the Committee has agreed to review the performance of the programme on a quarterly basis. Before determining any further aspects to its approach, the Committee has requested to consider further information including the assets in scope for this disposal programme and how best value is being achieved.
- 6.7 Economy and Skills Work Programme February - April: the Committee is undertaking a refresh of its work programme in January to ensure it aligns with the recommendation from the Governance Review. Specific areas to consider for March and April will be determined through this refresh.
- 6.8 Outcomes:
- The work of the Scrutiny Committee has contributed to 7 of the Council's Corporate Priorities.
  - The Committee responded to the financial challenges facing the Council and included scrutiny of delivery of 2023/24 savings during its September, October and November meetings.
  - The Chair of the Economy and Skills Overview and Scrutiny Committee is a member of the Budget Scrutiny Task and Finish Group that has been established by the Finance and Resources OSC.
  - The Committee has informed the proposed Our Future City Plan.
  - The Committee has reviewed progress on the Employment and Skills Inquiry.

- The Committee has identified an initial approach towards the scrutiny of the asset disposal programme. This approach may be refined following further discussions.

## **7 Education and Children and Young People OSC**

- 7.1 In July, the Committee received a comprehensive update on the Children and Young People's Travel Service including actions to address overspend and assurances for the September 2023 mobilisation. A young person and his mother shared their positive experience of independent travel training. The Committee also received an update on the SEND tribunals process. The Committee suggested that all elected members would benefit from a greater understanding of these two topics and as a result all-councillor briefings were subsequently delivered as part of the Member Development Programme. The Committee also examined the progress update of the Improving Services for Children and Families Programme. Members discussed the five workstreams and the BRAG status of actions and projects and used this information to identify areas for its work programme.
- 7.2 In September, the Directorate outlined its new performance framework for improving the collection and use of performance data and provided an overview of the Children and Families corporate performance indicators. Recognising the importance of data to inform effective scrutiny, Members requested a data workshop to build knowledge and understanding. This workshop took place in November enabling members to expand their knowledge of the rationale, range and purpose of data collected and how it is used across the portfolio.
- 7.3 From September, the Committee began scrutinising the Q1 and Q2 2023-24 budget savings position and this work intensified following the issuing of the S114 Notices, the announcement of Government intervention and focus on financial recovery. The Committee will continue to review its work programme to ensure its work addresses the challenges the council faces. The Chair is a member of the Budget Scrutiny Task and Finish Group established to consider the work to address the budget gap and budget proposals for 2024/25.
- 7.4 In October, the Committee conducted a 'deep dive' into hidden children with representatives from the Directorate, City of Birmingham School, Birmingham Education Partnership, and Safeguarding & Children in Care at NHS Birmingham and Solihull. The meeting examined exclusions, suspensions, part-time timetables, elective home education, and absence rates. Members discussed how the Council, schools, Birmingham Children's Trust and health services retain oversight of these children, and the development of data dashboards and improved data collection.
- 7.5 In November, the Committee considered school improvement support for schools in the city and provided feedback on the proposals for developing a new model for the relationship with schools to underpin improvement. Members discussed the rationale for the proposals and the process for completing this work. John



Coughlan CBE, SEND Commissioner attended the meeting and referred to his findings and recommendations published in his two reports to the Secretary of State for Education, and the actions the Council was taking to respond to concerns and deliver improvements. He also explained his expanded role within the Best Value intervention.

7.6 In January, the Committee examined progress made across the five workstreams within the Improving Services for Children and Families Plan and the BRAG ratings of projects and actions.

7.7 The Child Criminal Exploitation (CCE) inquiry has concluded its evidence gathering. It has received evidence from a range of stakeholders including Birmingham Childrens Trust; West Midlands Police and community organisations. The report is expected to be presented to City Council on 16 April 2024.

7.8 The Children and Young People's Mental Health Inquiry (a joint Inquiry led by the Health and Adult Social Care O&S Committee) has completed its evidence gathering and reported to City Council on 9 January 2024.

7.9 Outcomes:

- The work of the Scrutiny Committee has contributed to two of the Council's Corporate Priorities.
- The Committee responded to the financial challenges facing the Council and included scrutiny of delivery of 2023/24 savings. The Chair of the Committee was a member of the Budget Scrutiny Task and Finish Group.
- The Committee has developed its focus on performance measurement and data. This scrutiny of data had informed its work programme.
- Member development has also been a key feature this year, including a committee 'data workshop' to build understanding, and suggesting all-councillor briefings on key topics.
- The Committee's deep dive examination into 'Hidden Children' provided assurance of the collaborative work being undertaken by a range of partners to identify and support such children.
- The Committee provided feedback to the proposals for developing a new model for the relationship with schools to underpin improvement.
- The Committee discussed with John Coughlan CBE, SEND Commissioner his findings and recommendations published in his two reports to the Secretary of State for Education, and the actions the Council was taking to respond to concerns and deliver improvements.

## **8 Finance and Resources OSC**

8.1 The Finance and Resources OSC work programme has focussed on some of the key challenges that the Council faces.

- 8.2 Oracle: The role of the Committee has been included in the governance of the Oracle stabilisation and the Committee agreed that this should be a standing item on the Committee's agenda. Reports on the stabilisation of Oracle have been considered at the Committee meetings in July, September and November. Members were updated on the strategic risks and programme finances, and were provided with a definition of customisation and timescales for optimisation.
- 8.3 Job Equity and Equal Pay: At the July committee meeting a report was considered on the background to the council's equal pay liability and the financial liability. At the September meeting further information was provided on the background to the equal pay liability and also on the timescales for job evaluation and pay equity. A further report was considered at the November committee meeting that provided information on the status report on the Permanent Pay Equity Programme, Project and Internal Governance Controls, Job Information, recruitment of analysts, and preparation for evaluation of jobs.
- 8.4 Council Management of risk: The Committee considered the Council's risk management processes including the strategic risk register, budget risks and savings risks.
- 8.5 Budget Recovery Plan, MTFP and Financial Position Update: At the September committee meetings members received an update from the Interim Director of Finance (S151Officer) on the Budget Recovery Plan and Medium-Term Financial Plan. At the December Committee meeting members received a budget update report from Interim Director of Finance (S151Officer)
- 8.6 Scrutiny of delivery of savings and the Council's response to the Section 114 Notice: At the November committee meeting members considered the Council's response to the Section 114 Notice and the delivery of savings by services within the Committee's terms of reference.
- 8.7 Planned Procurement Activities Reports: The Committee has continued to consider the Planned Procurement Activities Report as a standing item.
- 8.8 Budget Scrutiny Task and Finish Group: At the November meeting of the Finance and Resources OSC the Committee agreed the terms of reference for the Budget Scrutiny Task and Finish Group. The Task and Finish Group met 7 times between November and January to consider the savings proposals and the development of the 2024/25 and 2025/26 budget. The report and recommendations from this Task and Finish Group will be considered by the Finance and Resources OSC at its meeting on 24 January and the agreed recommendations will be included in the budget report to Cabinet and to City Council. The Executive will provide a response to the recommendations.
- 8.9 Outcomes:
- Scrutiny of the Council's procurement activities.
  - The Committee has carried out its role within the governance arrangements for Oracle.

- Updating members on the issues relating to Equal Pay and the implementation of the Pay Equity Scheme.
- The Committee scrutinised the delivery of 2023/24 savings during September, October and November meetings.
- The work of the Scrutiny Committee underpins the delivery of the Council's priorities.

## **9 Health and Adult Social Care OSC**

- 9.1 Work Programme July – November: At the July committee meeting the Health and Adult OSC considered the preparation for the pilot CQC inspection of BCC Adult Social Care that took place during August. The Committee made 3 recommendations and were keen to be involved in the inspection process. The HASC Chair met with CQC Inspectors as part of the BCC pilot inspection and in November the Chair was interviewed as part of the CQC pilot inspection of the Birmingham and Solihull Integrated Care Board.
- 9.2 In July, the Committee also considered the governance arrangements for the Integrated Care System and focussed on the role of the Place Board. The Committee made 3 recommendations to the Chief Executive of the Integrated Care Board (ICB).
- 9.3 At the September meeting the Committee considered the draft ICB Primary Care Enabling Strategy which aimed to ensure a system-wide focus and response to improve patient satisfaction and address workload issues for primary care. Members were also informed that the GP provider support unit has been created.
- 9.4 Following the report to Cabinet in July that set out the in-year budget gap and the Section 114 Notices issued in September, and as agreed by Co-ordinating OSC, the committee received reports on the delivery of savings that had been agreed as part of the 2023/24 Budget at the September, October and November meetings. At the September meeting the Committee received a report on the delivery of savings at the end of Quarter 1. The subsequent update to the October meeting reported on delivery of savings to the end of Q2 and assurance was given that agreed Adult Social Care savings would be delivered. Additional information was requested regarding the Adult Transformation Programme and was reported to the November Committee meeting. Members were informed that while some savings in the Adult Transformation Programme were high risk it was anticipated that other savings would offset this cost by year end.
- 9.5 The Committee meeting in October also received a report from the ICB on access to Community Dental services. Members considered health equity in dental services, the shortage of NHS dentists and difficulties patients experience in registering with an NHS dental practice, public health oral health needs and that national dental contract reform is under consideration. At the same meeting the Committee also received an update on the implementation of Consultation on the Sports and Physical Exercise Activity Strategies. This was also part of the

Committee's work to monitor the implementation of the recommendations from the Scrutiny Inquiry into the Legacy of the Commonwealth Games.

- 9.6 The November Committee meeting also considered reports on Urgent Care Treatment Centres and a report on Quality from the ICB. The Quality report provided the Committee with information to decide which services or parts of the NHS system should be reported to future meetings. The following issues were identified: maternity and neo-natal improvement plans, Urgent and Emergency Care, mental health and leadership and cultural issues.
- 9.7 It was agreed at the start of the year that the Committee would receive reports on services commissioned by BCC when contracts are reviewed or to be re-tendered. The contract for Sexual Health Services went out to tender in the autumn and feedback from the Committee was provided to inform this process based on the discussion from the report received in February 2023.
- 9.8 The Chair of the Health and Adult Social Care OSC is a member of the Task and Finish Group that has been established by the Finance and Resources OSC to consider work to address the budget gap in 2023/24 and the budget proposals for 24/25. Q2 Performance Monitoring for Adult Social Care, Birmingham Safeguarding Adult Board Annual Report 2022/23 and an update on implementation and impact of the Birmingham and Lewisham African and Caribbean Health Inequalities Review (BLACHIR)
- 9.9 Work Programme in January - February: The Scrutiny Inquiry report on children and young people's mental health was considered at City Council on 9 January and the 5 recommendations to the Executive were agreed.
- 9.10 During January members of the Committee visited the Warren Farm Urgent Treatment Centre. At the January committee meeting members considered the Birmingham Adult Safeguarding Board Annual Report, an update on implementation and impact of the Birmingham and Lewisham African and Caribbean Health Inequalities Review (BLACHIR), the Scrutiny Inquiry report on children and young people's mental health to consider the recommendations to the NHS and an update on the Warren Farm Urgent Treatment Centre from the ICB.
- 9.11 The Committee will hold an informal meeting in February to review the work programme following the recommendations in the Governance Stabilisation Plan. The updated Health Scrutiny regulations are due to be published by the end of January and this informal meeting will also be an opportunity to review this.
- 9.12 Outcomes:
- The work of the Scrutiny Committee has contributed to 8 of the Council's Corporate Priorities.
  - The Committee responded to the financial challenges facing the Council and included scrutiny of delivery of 2023/24 savings during September, October and November meetings.

- The Chair of the Health and Adult Care Overview and Scrutiny Committee is a member of the Budget Scrutiny Task and Finish Group that has been established by the Finance and Resources OSC.
- Contribution to CQC Pilot Inspections of BCC Adult Social Care and Birmingham and also Solihull Integrated Care Board.
- The Committee has submitted comments to inform the procurement of Sexual Health Services and has receive responses from the Director of Adult Social Care and the ICB to 6 recommendations made at Committee meetings.
- The Committee has made 25 recommendations as part of the Inquiry into children and young people’s mental health, 5 recommendations to BCC Executive have been accepted and 20 to the Integrated Care Board to be considered at the Committee meeting in January.
- Assurance provided on the quality and leadership in Birmingham Adult Social Care services following the CQC pilot inspection which rated the service as Good.
- The Chair of the Committee met with the Cabinet Member for Adult Social Care to discuss the Committee’s work programme.
- The Chair of the Committee was a member of the Budget Scrutiny Task and Finish Group.

## **10 Homes OSC Work Programme July – January:**

- 10.1 Following the Regulatory Notice issued by the Regulator of Social Housing against the Council in May 2023 the Committee has considered how it can play a more substantive role in providing oversight, scrutiny and productive challenge to the City Housing directorate whilst moving towards compliance.
- 10.2 In September 2023, the Committee reviewed the progress made by the directorate in addressing the Regulator’s concerns. These concerns principally focused on a breach of two Consumer Standards: Home Standard and Tenant Involvement and Empowerment Standard. The Committee also considered the arrangements put in place by the directorate to prepare for the new proactive inspection regime.
- 10.3 As a result, the Committee agreed to introduce landlord compliance sessions on a quarterly basis. The first of these single themed meetings will take place in January 2024. In November 2023, the Committee undertook training to help them to prepare for this first session. This training was provided by Campbell Tickell, an external provider working with City Housing and with extensive experience of working with the Regulator.
- 10.4 In light of the progress outlined, together with the Council’s wider financial challenges, the Committee has reconsidered its inquiry on improving council housing standards. The Committee was committed to delivering recommendations which would add value. It was reassured that the inquiry could take a narrower focus, and it has now agreed to focus specifically on improving standards of voids. Evidence gathering for this inquiry has now commenced and will conclude in April 2024. A report to City Council is anticipated later in the year.

- 10.5 Following the report to Cabinet in July that set out the in-year budget gap and the Section 114 Notices issued in September, and as agreed by Co-ordinating OSC, the committee received reports on the delivery of savings that has been agreed as part of the 2023/24 Budget at the September, October and November meetings. At the September meeting the Committee received a report on the delivery of savings at the end of Quarter 1. In October, the Committee considered specifically the savings identified as undeliverable. The Committee was advised how a large portion of these savings had been built on the B&B reduction plan and re-design for Housing Solutions and Support. However, as a result of the combined impact of the pandemic and cost of living crisis, homeless presentations and demand for Temporary Accommodation has increased significantly, and a new reduction plan has been agreed with the Department for Levelling Up, Housing and Communities. In November, the Committee questioned the impact of the financial challenges on the proposed investment programme and sought reassurances about rent collections.
- 10.6 In October, the Committee also received a progress report on the Exempt Accommodation Inquiry recommendations. The Committee agreed with the assessment by the Cabinet Member of how individual recommendations had progressed. A further progress report has been requested for Spring 2024.
- 10.7 Homes Work Programme February - April: the Committee is undertaking a refresh of its work programme to ensure it aligns with the recommendation from the Governance Review. Specific areas to consider for March and April will be determined through this refresh. In April, the Committee will be carrying out its second landlord compliance session. The Committee will also be continuing to progress and conclude its evidence gathering for its inquiry on improving standards around voids.
- 10.8 Outcomes:
- The work of the Scrutiny Committee has contributed to 4 of the Council's Corporate Priorities.
  - The Committee has agreed to introduce single themed Committees focused on landlord compliance on a quarterly basis. The Committee has undertaken training to prepare for this.
  - The Committee responded to the financial challenges facing the Council and included scrutiny of delivery of 2023/24 savings during September, October and November meetings.
  - The Chair of the Homes Overview and Scrutiny Committee is a member of the Budget Scrutiny Task and Finish Group that has been established by the Finance and Resources OSC.
  - The Committee has reviewed progress on the Exempt Accommodation Inquiry.

## **11 Neighbourhoods OSC**

- 11.1 Street Scene: In July and October, the committee examined approaches taken to reduce fly tipping across the city and sought to understand enforcement powers and the impact of initiatives, such as Grime Watch. Discussions led to the committee recommending the Directorate undertake additional analysis into fly tipping to inform the development of a fly tipping prevention plan in consultation with the Committee. A further recommendation sought to increase the data provided to the committee and ward councillors from the Land Audit Management System. The Committee also examined progress made on the Cleaner Streets Scrutiny Inquiry recommendations with the Cabinet Member for Environment
- 11.2 In January, using the new flexible approach to scrutiny, a committee 'waste workshop' was held, providing a demonstration of 'in cab' technology, and detailed discussions about the use of data and analytics, and how communication with Ward Councillors on street scene and waste issues could be further developed.
- 11.3 Crime and Disorder: Neighbourhoods OSC is the designated Crime and Disorder Committee. As part of discharging these duties, in July it considered the outcomes of the review into the structure of the community safety Local Partnership Delivery Groups which had led to a revised operating model and rebranding to Local Community Safety Partnerships. The committee sought reassurance of ward councillor engagement with the partnerships for the Committee to review. In December, the Cabinet Member for Social Justice, Community Safety and Equalities presented the Birmingham Community Safety Partnership annual report, and the Committee approved the report.
- 11.4 In August, Neighbourhoods and Education, Children and Young People OSC members held a hybrid meeting to discuss and contribute to the development of the Annual Youth Justice Plan before it was presented to City Council.
- 11.5 In November, the Committee provided comments on the Draft Domestic Abuse Prevention Strategy 2024+ as part of the consultation process and asked for regular updates on its implementation.
- 11.6 Budget Savings: From September the Committee began scrutinising the Q1 and Q2 2023-24 budget savings position and this work intensified following the issuing of the S114 Notices, the announcement of Government intervention and focus on financial recovery. The Chair of the Neighbourhoods OSC is a member of the Budget Scrutiny Task and Finish Group established to consider the work to address the budget gap and budget proposals for 2024/25. The Committee has made suggestions for additional savings, and sought further clarifications about risk ratings for achieving savings targets and project descriptions. The committee requested an audit trail of the decision-making processes for cross-departmental projects that did not realise planned savings and received confirmation the lessons learnt would be brought forward when establishing clear accountabilities for savings in future cross directorate projects.

## 11.7 Outcomes:

- The work of the Scrutiny Committee has contributed to 4 of the Council's Corporate Priorities.
- The Committee responded to the financial challenges facing the Council and included scrutiny of delivery of 2023/24 savings during September, October and November meetings.
- The Chair of the Neighbourhoods OSC is a member of the Budget Scrutiny Task and Finish Group established to consider the work to address the budget gap and budget proposals for 2024/25
- The Committee has fulfilled its duties at the Council's Crime and Disorder Committee, contributing to the Birmingham Community Safety Partnership Annual Report, the Domestic Abuse Prevention Strategy 2024+ and the Annual Youth Justice Plan.

## 12 Sustainability and Transport OSC

- 12.1 The Committee has been kept informed and updated on the developments for the procurement of a new Highways Management and Monitoring PFI contract with regular briefings for Members. This has included feedback to the Sponsorship Board to inform the report that was presented to Cabinet for consideration in September. Members considered a report in December which provided an update on the Government's decision on the Outline Business Case (OBC) setting out the Council's proposals for the revised Highways Maintenance PFI arrangement. This followed the formal notification that the existing PFI funding commitment would be withdrawn.
- 12.2 A key piece of work of the committee this year has been an Inquiry into Active Travel, and which has considered the key question 'How can Birmingham deliver Active Travel schemes quicker and make city roads safer for all users?'. Evidence gathering for this inquiry has now concluded. This has included site visits to look at schemes in the city in Selly Oak, Edgbaston and the City Centre, as well as sessions with stakeholders, council service areas and other local authorities. A report of the findings and recommendations is due to be agreed by the Committee in Spring 2024.
- 12.3 Following the report to Cabinet in July that set out the in-year budget gap and the Section 114 Notices issued in September, and as agreed by Co-ordinating OSC, the committee received reports on the delivery of savings that had been agreed as part of the 2023/24 Budget at its September meeting. For the savings related to this Committee, Members were assured regarding the progress of savings to achieve their targets in 2023-24. Members received information to reiterate that a significant proportion of the funding for transport projects within the capital programme are externally funded and ringfenced.



- 12.4 In December, the Committee considered a report on the progress made to date on the Clean Air Strategy, the new regional Air Quality Framework and future steps. Members focused on how to maximise this investment and make efficiency savings by better co-ordination between relevant council services in local areas.
- 12.5 Sustainability and Transport Work Programme February - April: the Committee is undertaking a refresh of its work programme in January to ensure it aligns with the recommendation from the Governance Review. Specific areas to consider for March and April will be determined through this refresh.
- 12.6 Outcomes:
- The work of the Scrutiny Committee has contributed to 5 of the Council's Corporate Priorities.
  - The Committee responded to the financial challenges facing the Council and included scrutiny of delivery of 2023/24 savings during its September meeting.
  - The Chair of the Sustainability and Transport Overview and Scrutiny Committee is a member of the Budget Scrutiny Task and Finish Group that has been established by the Finance and Resources OSC.
  - The Committee informed the outline business case to Government for the Highways PFI scheme.
  - The Committee made suggestions on how services could better work together and maximise investment through the Air Quality Schemes

### **13 Birmingham and Sandwell Joint Health Overview and Scrutiny Committee (Joint HOSC)**

- 13.1 At the September committee meeting the Birmingham and Sandwell Joint HOSC has continued to receive updates on the development of the Midland Metropolitan University Hospital. Members considered the services that would be delivered at the hospital and existing sites, patients and public engagement, pathways to employment and transport.
- 13.2 Members considered a report on Patient Experience at the Sandwell and West Birmingham Hospitals NHS Trust. Members considered the need to ensure the patient experience programme met the needs of the diverse community and continued to work with carers and patient groups.
- 13.3 The committee received a report on changes to day surgery at the Sandwell and West Birmingham Hospitals NHS Trust and ongoing communication with patients.

#### Outcomes:

- Update on the development of the Midland Metropolitan University Hospital and engagement with the public.
- Update on Sandwell and West Birmingham Hospitals NHS Trust patient experience programme.

- Update on changes to day surgery at the Sandwell and West Birmingham Hospitals NHS Trust.

#### **14 Birmingham and Solihull Joint Health Overview and Scrutiny Committee (Joint HOSC)**

- 14.1 At the July meeting of the Birmingham and Solihull Joint HOSC members received an update from Professor Mike Bewick and the ICB provided an update on the independent reviews of University Hospitals Birmingham NHS Trust into patient safety, the Well Led Review by NHS England and the Culture Review. During this item the Committee received a deputation from a family member of a patient who had experienced issues relating to the reviews. During the discussion with the Chief Executive of the Trust members were informed of arrangements to strengthen the Trust Board, staff engagement, investment in the Solihull Urgent Treatment Centre and workforce training, recruitment and sickness rates and patient confidence in the services.
- 14.2 The Committee also received an update on the roles and responsibilities of the Integrated Care Board (ICB) and the Place Committee. The standing item on Performance against Finance and Recovery Plans was also considered at the July and October Joint HOSC meetings, including finance challenges, waiting times and challenges surrounding industrial action.
- 14.3 At the October committee meeting Members received reports on the CQC report and Section 29a Warning Notice in relation to maternity services at Heartlands Hospital and the Integrated Care System's approach to managing flow and escalation during the Winter.

##### Outcomes:

- Updates on the independent reviews into University Hospitals Birmingham NHS Trust.
- Update on the CQC report on maternity services at Heartlands Hospital and the Neo-natal and maternity service improvement plan signed off by the UHB Trust Board and ICB Board.
- The ICB approach to managing Winter pressures including discharge from hospital and support for patients with mental health needs.

#### **15 West Midlands Police and Crime Panel**

- 15.1 The regional scrutiny body of the West Midland authorities has a dual role to 'support and challenge' the work of the Police and Crime Commissioner. It is administered by Birmingham Scrutiny Office through a ringfenced Home Office grant.
- 15.2 In July, the Panel conducted a Confirmation Hearing for the new Chief Finance Officer for the Office of the Police and Crime Commissioner. The Panel has a key

role in the appointment process of senior positions required to question the preferred candidate to assess their suitability.

15.3 In September, the Panel examined the delivery of Police and Crime Plan objectives to improve road safety and sought assurance from the Police and Crime Commissioner on the outcomes of his partnership work with Local Authorities, and how he was holding the Chief Constable to account on action undertaken by West Midlands Police.

15.4 The Panel also welcomed a public question at the meeting about the scrutiny of the Police and Crime Plan objective to maintain Police Community Support Officer numbers and efforts to maintain the wellbeing of PCSOs where capacity was stretched.

15.5 In November, the Panel scrutinised progress of Police and Crime Plan objectives by reviewing the Commissioner's Annual Report.

15.6 In December and January, the Panel reacted to the publication of the HMICFRS notice of concern and PEEL inspection report of West Midlands Police and sought assurance from the Police and Crime Commissioner on actions to address the findings and his oversight of improvements.

15.7 In January, the Panel scrutinised the Commissioner's police and crime plan commitments to tackle drugs, including the diversionary and prevention work to address the underlying causes of substance misuse that is a key driver of acquisitive crime.

15.8 Members participated in an 'Budget Workshop' to build their understanding of police finance to inform their review of the Police and Crime Commissioner's precept proposals in February.

15.9 Outcomes

- The Panel has fulfilled statutory tasks it is required to undertake, including a Confirmation Hearing for a senior appointment and review of the Commissioner's Annual Report. Members are preparing for its review of the Policing Precept in February.
- The Panel has examined key strategic policing, crime and community safety topics of public interest and including Road Safety, Tackling Drugs and the HMICFRS PEEL Inspection of West Midlands Police, where members have scrutinised the Commissioner on behalf of West Midlands communities.

## **16 Legal Implications**

16.1 There are no legal implications arising from the recommendations in this report.

## **17 Financial Implications**

17.1 There are no procurement or financial implications arising from the recommendations in this report.

## **18 Public Sector Equality Duty**

18.1 The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

18.2 All Overview and Scrutiny Committees ensure they address these duties by considering them during work programme development, and specifically the scoping of work, evidence gathering and making recommendations. This has included considering: How policy issues impact on different groups within the community, particularly those that share a relevant protected characteristic; Whether the impact on particular groups is fair and proportionate; Whether there is equality of access to services and fair representation of all groups within Birmingham; Whether any positive opportunities to advance equality of opportunity and/or good relations between people are being realised.

18.3 The Overview and Scrutiny Committees ensure that equalities comments, and any recommendations, are based on evidence. This should include demographic and service level data and evidence of residents/service-users views gathered through consultation.

## **19 Other Implications**

19.1 The work of the Overview and Scrutiny Committees contributes towards:

- The Birmingham City Council Corporate Plan 2022-2026, its Grand Challenges and Strategic Priorities and Outcomes.
- The Governance Stabilisation Action Plan

## **20 Background Papers**

20.1 Council Constitution, May 2023.

20.2 Birmingham City Council's Overview and Scrutiny Framework, July 202

20.3 Overview and Scrutiny Committee Work Programme Reports July 2023 – January 2024.

## **21 Appendices**

21.1 None

# Birmingham City Council

## City Council

6 February 2024



**Subject:** Annual Report of the Independent Remuneration Panel

**Report of:** Marie Rosenthal, Interim City Solicitor & Monitoring Officer

**Report author:** Robert Connelly, AD Governance Services & Deputy Monitoring Officer

Does the report contain confidential or exempt information?  Yes  No

If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential :

### 1 Executive Summary

- 1.1 The report contained in Appendix 1 summarises the recommendation of the Independent Remuneration Panel following the annual review of the Birmingham City Councillors' Allowances Scheme with proposals up to 2026/27.
- 1.2 The City Council must have regard to the recommendations of an Independent Remuneration Panel before it can set up or amend its Members' Allowances Scheme.
- 1.3 The Council is free to accept the Panel's recommendations in full, in part, or not all.

### 2 Recommendation(s)

- 2.1 That City Council
  - 2.1.1 Receives and considers the annual report of the Independent Remuneration Panel.
  - 2.1.2 That Council give due regard to recommendations made by the Independent Remuneration Panel (IRP).
  - 2.1.3 That Council agrees to accept the recommendations either in full, in part or not at all:

- (a) For 2023/24, the recommendations set out on page 2 of the IRP report as set out in appendix 1.
- (b) For 203/24 and 2024/25 the recommended basic and Special Responsibility Allowances as set out in appendices 7, 8 and 9 of the IRP report.

### **3 Background**

- 3.1 An Independent Remuneration Panel was established by City Council at its meeting on 2<sup>nd</sup> July 2001. The Panel is now made up of eight members, four Citizen Representatives, two appointed and two co-opted members. An allowance is payable to each panel member.
- 3.2 The Annual Report makes a number of recommendations which City Council must give full regard to when consider the report and whether the recommendations should be accepted in full, in part or not at all.
- 3.3 The Panel has worked consistently within the requirements of the Local Government Act 2000 and the accompanying Statutory Guidance and Regulations on Councillors' allowances.

### **4 Legal Implications**

- 4.1 The relevant statutory regulations require that all Local Authorities make a scheme for the payment of allowances to each member of the authority.

### **5 Financial Implications**

- 5.1 If the recommendations are rejected there will be no new financial implications.
- 5.2 If the recommendations are accepted either in full or in part, then there will be an increase in the allocated budget for member allowances.

### **6 Background Papers**

- 6.1 None

### **7 Appendices**

- 7.1 Appendix 1: Annual Report of the Birmingham Independent Remuneration Panel.



## **COUNCILLORS' ALLOWANCES**

**Annual Report of the  
Birmingham  
Independent Remuneration Panel  
2022 – 2023**

**APRIL 2023**

# ANNUAL REPORT OF THE INDEPENDENT REMUNERATION PANEL

2022-2023

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## **FOREWORD**

The Birmingham Independent Remuneration Panel is required to make recommendations to Birmingham City Council on the level of allowances paid to Councillors. This report provides a summary of the evidence considered, the conclusions drawn and the recommendations made by the Panel to Birmingham City Council.

The Panel looked at evidence which compared Birmingham City Council with other Councils. This exercise identified many similarities in the way all Councils operate and how their Panels draw up recommendations for Councillors allowances. However this comparison also highlighted differences between Birmingham City Council and other Councils, not least the size of population served and size of budget, both are significantly bigger than other metropolitan or London boroughs. The Panel also identified relevant differences in the way some Councils calculate allowances, which have been used to inform the conclusions and recommendations in this report.

The Panel also reviewed the impact on Councillors' roles, responsibilities and workloads of the arrangements introduced by the Boundary Commission and implemented in May 2018. At that point the ward boundaries were redrawn resulting in 69 wards where previously there were 40, the number of Councillors was reduced from 120 to 101, with each ward being represented by 1 or 2 Councillors, whereas pre-May 2018 there were 3 Councillors representing each ward. In addition the Council moved to all out elections every 4 years, previously they were held every 3 with a third of the seats up for election.

Taking the above into account, all of which is explored further in this report, the Panel has concluded that the calculations used to set the allowances paid to Birmingham City Councillors should be amended and updated to reflect the realities of being a Councillor in 2023. The Panel has also concluded that the way any changes to allowances are implemented must recognise the current realities of the cost of living crisis and ongoing National and local pay award negotiations and settlements, especially those in the public sector.

The Panel has therefore drawn up recommendations to Birmingham City Council to update the Remuneration Scheme including revisions to the calculation used for the allowances. The recommended revisions to the allowances calculation result in an increase in the allowances from May 2023. But importantly the recommendations as to how the revisions are implemented also require that they are significantly tempered by the economic and financial situation of 2023. Therefore the Panel is recommending that the full monetary impact of the 2023 review is initially spread over 4 years and kept under annual review. This we feel values the work of Councillors but recognises the straitened times they and local communities are facing.

The Panel would like to record its heartfelt thanks to Ingrid Whyte and Catalina Tulea from Birmingham City Council for their professional and timely support.

### **Postscript - 18 September 2023**

Since the Panel prepared this Report a new Leader, Deputy Leader and Cabinet have been appointed. Subsequently announcements were made by the City Council that it has experienced high profile instances of failure in terms of both the implementation of the Oracle ERP system and the unsustainable growth in its Equal Pay liability. This led to the issuing of a section 114 notice by the City Council, which confirms that it has insufficient funds to meet the equal pay expenditure and currently does not have any other means of meeting this liability.

The Panel's Report follows the requirements of the relevant legislation and recommendations were made in good faith at a point in time. Whilst we stand by the rationale and arguments presented to Full Council in our Report, the legislation decrees that only Councillors can decide whether the time is right to take forward all, some or none of the recommendations. Councillors will need to consider how they deal with those recommendations in the current and evolving circumstances.

**Rose Poulter, Chair Birmingham Independent Remuneration Panel**

## **RECOMMENDATIONS**

1. The Basic Allowance (BA) increases to £19,744.00 p.a. (as set out in section 2.1 of the report and summarised in appendix 1).
2. The day rate increases from 3 days to 3.5 days.
3. The additional expenses element is removed from the calculation.
4. The Special Responsibility Allowances (SRAs) increases by 4.69% (as set out in section 2.2 of the report and summarised in appendix 1).
5. The co-optee allowances increases by 4.60% in line with the BA (as set out in section 2.3 of the report and summarised in appendix 1).
6. The Independent Carers' Allowance (hourly rate) continues to be raised in line with the Living Wage currently £10.90 per hour, and that this allowance remains linked to the Living Wage in future years (as set out in section 2.4 of the report).
7. The Professional Care Allowance (hourly rate) continues to be raised in line with the Council's rate for a Care Assistant (Grade 2 post) taking in the mid-range spinal point, currently at £11.34 (at time of writing). As set out in section 2.4 of the report.
8. Travel expenses and Subsistence Allowances continue to reflect the Council's Scheme for officers (as set out in section 2.5 of the report and Appendix 1).
9. The Parental Leave policy, to remain unchanged.
10. Members who are eligible for shared parental leave will be receiving the statutory amount (which as of April 2023 is £172.48 per week for statutory maternity and paternity pay), or at 90% of the SRA, if this figure is lower than the Government's set weekly rate, for the 39 weeks statutory maternity leave available. The remaining 13 weeks of shared parental leave are unpaid.

## **SUGGESTIONS**

The Panel has identified a number of issues that it feels require additional action, but which fall outside of its remit; these are noted below as suggestions for Full Council to consider:-

1. Panel to write to the LGA seeking support to open up a discussion with the Secretary of State for Levelling Up, Housing and Communities (LUHC) regarding the matters noted in section 1.3 and below:-
  - a) the removal in 2014 of Councillors from the Local Government Pension Scheme (LGPS);
  - b) no redundancy payments if Councillors lose their seat and
  - c) Councils struggle to reflect the demographics of their adult communities.
2. Birmingham Members' Allowances Scheme is revised to include wording to clarify that Councillors are expected to abide by the Code of Conduct, as overseen by the Standards Committee.
3. The Panel to be advised on an annual basis of the training provided for Councillors and take up rates.
4. The wording set out in appendix 5 is adapted for inclusion in the Birmingham Remuneration Scheme.

## **INTRODUCTION**

The Birmingham Independent Remuneration Panel was established under The Local Authorities' (Members' Allowances) (England) Regulations 2003 (SI 1021) ("the 2003 Regulations"). These regulations, which arise out of the relevant provisions contained in the Local Government Act 2000, require all local authorities to establish and maintain an advisory Independent Remuneration Panel to review and provide advice on Members' allowances on a periodic basis. All Councils are required to convene their IRP and seek its advice before they make any changes or amendments to their members' allowances scheme. They must 'pay regard' to their IRPs recommendations before setting a new or amended Members' Allowances Scheme.

The Birmingham Independent Remuneration Panel is well-established, having been formed by the City Council at its meeting on 3<sup>rd</sup> July 2001. The Panel has chosen to convene annually to review Birmingham Members Remuneration Scheme. The above legislation requires Panels to have the following functions:

- to make recommendations to the authority as to the amount of basic allowance that should be payable to its elected members
- to make recommendations to the authority about the responsibilities or duties which should lead to the payment of a special responsibility allowance and as to the amount of such an allowance
- to make recommendations to the authority about the duties for which a travelling and subsistence allowance can be paid and as to the amount of this allowance
- to make recommendations as to the amount of co-optees' allowance
- to make recommendations as to whether the authority's allowances scheme should include an allowance in respect of the expenses of arranging for the care of children and dependants and if it does make such a recommendation, the amount of this allowance and the means by which it is determined
- to make recommendations on whether any allowance should be backdated to the beginning of a financial year in the event of the scheme being amended
- to make recommendations as to whether annual adjustments of allowance levels may be made by reference to an index, and, if so, for how long such a measure should run.

In the same legislation and Government guidance it is stated that Independent Remuneration Panels should ensure that:

- some element of the work of Councillors is voluntary - that some hours are not remunerated – this is known as a public service discount
- financial loss is not suffered by Councillors
- people are encouraged to come forward as elected members and that their service to the community is retained.

In 2013 a 'root and branch' review of the Scheme was conducted by the Panel and some important changes implemented, specifically to the differentiation between and the hierarchy of Special Allowances paid and introduction of the 15% discount applied to Special Responsibilities Allowances. Subsequent years have chiefly focused on the review of allowances and the introduction of a Parental Leave Policy (introduced in 2017/2018).

### **1.1 RATIONALE FOR A FULL REVIEW OF THE BIRMINGHAM 'S MEMBERS' ALLOWANCES**

In May 2018, the City Council implemented the recommendations of the Boundary Commission whereby ward boundaries in Birmingham were redrawn and increased in number from 40 to 69; the number of Councillors was reduced from 120 to 101 and each ward was represented by a single or two Councillors. All Councillors

were elected for a 4 year term. Prior to 2018 elections were held every 3 years out of 4 with a third of the Council elected each time.

May 2022 marked the completion of the first four year term of office under these arrangements, and Elections were held for all seats in all wards for a further four year term. The Independent Remuneration Panel felt that this represented a significant milestone and wanted to understand whether the new arrangements implemented in 2018 had any impact on the duties, roles, responsibilities and time commitment of Councillors; and whether the Members Remuneration Scheme remains fit for purpose. Therefore the Panel sought and secured agreement from Party Leaders and Full Council to conduct a full and wide ranging review of the Members Remuneration Scheme, commencing in September 2022.

## **1.2 GATHERING THE EVIDENCE**

From September 2022 to March 2023 the Panel gathered evidence to inform this report. The Panel set itself the task of gathering evidence across two main strands:

- Firstly evidence which would assist in understanding whether Birmingham Council and its Councillors face the same broad issues encountered by all Councils across the UK and/or if there was anything unique to Birmingham, that might impact on the way in which the Councillors operate and which should be reflected in the Remuneration Scheme.
- And secondly evidence to assist in deciding whether the new arrangements post May 2018 warrant any changes to the Remuneration Scheme.

The Panel used evidence gathered over the last 20 years to inform previous Panel reports, together with information gathered over the last few months which specifically relates to the first 4 years of the new arrangements, from 2018-2022. This has resulted in a wealth of material which the Panel has discussed and deliberated on at length before agreeing a set of conclusions. A summary list of the material used is included in Appendix 2.

### **How Does Birmingham City Council Compare with Other Councils?**

The Panel wanted to understand how Birmingham City Council compares with other Councils, in respect to population, number of Councillors, wards and allowances paid. The Panel reviewed information received from Council Officers which included, Members Allowances Schemes, population data and annual budgets. The Panel also took more detailed information from the West Midland Metropolitan Authorities, Core Cities and 3 London Boroughs.

The Panel noted that Birmingham is by far the largest Council by population, and that on average each Councillor represents a significantly higher number of the electorate than other Councils. The population, according to Census 2021, served by Birmingham City Council is 1,144,900, with Leeds City Council being the next largest population at 812,000 and Manchester City Council has a population of 552,000. In December 2022, each Councillor in Birmingham represented an electorate of 7,323, each Councillor in Leeds represented an electorate of 5,881 and in Manchester the number is 3,924.

Birmingham City Council's 22/23 net revenue budget is approx. £759.23m, Leeds City Council is approx. £521.9m and Manchester City Council's is approx. £691 m.

The Panel also noted that Birmingham Councillors receive a marginally higher Basic Allowance than other Councils – 2022 data shows, Birmingham's Basic Allowance was £18,876, Manchester was £18,841 and Leeds

£17,234. Looking at the Basic Allowance per elector per Councillor shows that each Birmingham Councillor 'cost' less than those in other WM Metropolitan Councils or Core City Councils. For Birmingham the BA/Electorate/Councillor calculation is £2,58, for Manchester is £4.80 and for Leeds is £2.93.

Another comparator looked at by the Panel was relative deprivation. Using the rank of average score measure (IMD 2019) Birmingham is ranked the 7th most deprived local authority in England, Manchester is 6 and Leeds ranks 55 out of 317 local authorities. See appendix 3.

The Panel also reviewed the Remuneration Reports of many of the above-mentioned Councils. Primarily this enabled comparisons of how Basic Allowances and Special Responsibilities Allowances are calculated, this is referenced in sections 2.1, 2.2 and appendix 4 of the report.

In considering the question 'how does Birmingham City Council compare with other Councils' the Panel concluded that for Birmingham City Council there are a number of factors including population size that do and should matter when considering setting the Basic Allowance and Special Responsibilities Allowance.

The review also identified three issues which are not unique to Birmingham City Council but are shared by almost all Councils, and which relate to Councils' ability to encourage people to stand in local elections and represent their communities. They are noted below and were raised by Birmingham Councillors during this review and have been mentioned in previous Birmingham Remuneration Panel Reports.

1 – the removal of Councillors from the Local Government Pension Scheme (LGPS)

2 - no redundancy payments if Councillors lose their seat and

3 - Councils struggle to reflect the demographics of their adult communities.

These issues are important to other Councils and feature in many Remuneration Panel reports.

Suggestion: That the Panel is requested to write to the LGA seeking support to raise these matters with the Secretary of State for Levelling Up, Housing and Communities (LUHC).

### **A Councillors Role Pre and Post 2018**

Section 1.2 above explores whether Birmingham Council and its Councillors face the same broad issues encountered by all Councils across the UK and/or if there is anything unique to Birmingham, that might impact in the way the Councillors operate and the level of Allowances received. The Panel concludes that Birmingham City Council is unique, by dint of population size and that this should continue to be reflected in the Remuneration Scheme. This section looks at whether the new arrangements in Birmingham City Council post May 2018 warrant any changes to the Members' Allowances Scheme.

In previous years all Councillors have been invited to meet with the Panel to discuss all aspects of the Members' Allowances Scheme before the Panel submitted its final recommendations to Council. These have always been very useful discussions and in the last four years have resulted in a number of small but significant changes including the introduction of a Parental Leave Policy for Councillors. Written submissions have also been invited and these too have influenced the shape of the final recommendations in the Panel's annual reports to Council.

In December 2022, the Panel drew up an extensive confidential questionnaire survey sent to all Councillors including office holders. It sought information and comment on a broad range of issues that are part of a Councillor's working week e.g. hours worked, issues worked on, types of communication used with residents, – it was completed by 36% of all 101 Councillors. In addition, as in previous years all Councillors were invited to meet with the Panel either in person or via Teams, 7 did so with a further 4 providing written submission.

Both the meetings and the questionnaire provided insightful information that has assisted the Panel in drawing up the recommendations in this report. The key points are:

### **Workloads**

The Panel's active engagement with Councillors has confirmed that workloads and responsibilities have increased significantly over the years. This is in respect to both corporate governance and ward based work.

In respect to corporate governance responsibilities, workloads have increased in volume and complexity over the last 10 years or so, but with a marked increases over the last 4 years as fewer Councillors are available to contribute. In respect to ward based work we have seen strong evidence of increased workloads. This is especially the case in single Councillor wards and wards where Councillors have additional Special Responsibilities. The reduction in the number and /or capacity of voluntary and public agencies supporting the most vulnerable communities has also seen an increased volume of work for Councillors.

### **Electronic Communication**

The growing prevalence of electronic communication in society is reflected in how Councillors operate. Not least the expectation from residents, third sector, public sector and businesses that Councillors will respond to issues immediately. Plus there is an increasing volume of issues being raised via social media requiring Councillor attention. Councillors generally perceive social media as helpful and an excellent way of communicating with and listening to residents, but it takes time to manage social media accounts. As in all walks of life emails are the primary source of communication. Councillors reported being besieged by emails and taking laptops on holiday so they would not fall behind in managing emails. The Panel noted a worrying trend that increasingly social media is used to harass and intimidate Councillors.

### **Safety**

A number of Councillors raised concerns about their own personal safety as they go about their council business in their communities and in everyday life. Examples of harassment were cited with female Councillors in particular identifying misogyny as a regular occurrence. Verbal abuse appears to be more prevalent.

### **Representation On Council Bodies and Outside Bodies**

With fewer Councillors available to represent the Council on committees e.g. Licencing or Planning Committees and outside bodies, the Panel heard that it can be challenging to find Councillors able to serve. Councillors reported the challenge of finding the time to read the paperwork and stay up to date with relevant issues.

### **Ward Plans**

From 2018 Councillors have been required to produce a Ward Plan setting out priorities and issues to be tackled. These need to be monitored and refreshed every 4 years. These are generally welcomed by Councillors but add to the workload.

### **Reduction in Officer Support**

Councillors rely on council officers to assist them in addressing/resolving issues presented by residents. Councillors felt that officers did not have the time or remit to assist as they would hope, consequently this has added to the Councillors' workloads. Some of the longstanding Councillors mentioned the value of Neighbourhood Support Officers allocated to a limited number of wards as being especially helpful. (The continued funding of these posts is unknown, but it is encouraging to note that this issue is being addressed and has all party support).



### **Covid/Cost of Living Crisis**

Councillors reported that Covid put an additional strain on their workload and necessitated new ways of working. Online meetings became more prevalent as did engagement with residents via social media. Councillors reported benefits to some of these changes but underlined the points above regarding the use of electronic communication and the assumption that issues raised by residents are expected to be acted on immediately.

Similar challenges are now being reported in respect to the current cost of living challenges.

### **A Representative and Diverse City and Council**

It is a belief and an ambition that Birmingham City Councillors should reflect the demographic and diversity of the general population - it doesn't, and the same is noted in Remuneration Panel Reports from London Boroughs and Core Cities. Birmingham is a young and multicultural City however the majority of Councillors are over 50. Birmingham Councillors, academics and the Panel have long said the level of Basic Allowance does not attract younger people as it is perceived to be skewed towards those with other sources of income.

As noted above, in the Introduction section, the legislative premise behind the payment of a basic allowance is that it should enable and therefore not discourage people to seek election. In common with other Panels, this Panel, like others believe that the relative low level of Basic Allowance across all Councils can be a deterrent to many individuals from seeking office.

The Panel remains impressed by the dedication of Councillors to public service but share several of their concerns. For example, there are a few people coming into the council in their 20s, and many of retirement age, but there is a missing cohort of people in the middle with young families, who need to be bringing in salaries. Also, that the council is losing some good people because they've had to make a choice between having a family or professional career and being a councillor.

Other factors will discourage or not encourage a more diverse representative of Councillors, such as how the political parties select candidates, public perception of Councillors and the Council plus the local labour market, but the Panel feel that the relatively low level of Basic Allowance payable is a very significant factor.

## **1.3 ADDITIONAL ISSUES CONSIDERED BY THE PANEL**

### **Accountability**

The Panel has discussed whether there is a need to increase the accountability of councillors to the Council and the communities they serve. The Panel suggests that more could be done to demonstrate the important work of Councillors and improve their accountability to residents.

Section 85 (1) of the Local Government Act 1972 requires a member of a Local Authority to attend at least one meeting of that Authority within a six month consecutive period, in order to avoid being disqualified as a Councillor. This requirement can be waived and the time limit extended if any failure to attend was due to a reason approved by the Authority, in advance of the six month period expiring.

Councillors are also accountable to the Standards Committee whose role is to ensure the adoption and implementation of a Code of Conduct for Councillors – all Councillors agree to follow the Code of Conduct when they become Councillors and to ensure they maintain the highest standards in the way they undertake their duties. The ordinary business of the committee includes monitoring the effectiveness of the Code of

Conduct for Councillors and making recommendations to the Council on ethical issues affecting the Council as a whole.

Suggestion:- That the Birmingham Members' Allowances Scheme is revised to include wording to clarify that Councillors are expected to abide by the Code of Conduct, as overseen by the Standards Committee.

Ultimately Councillors will be held to account by residents at the ballot box. The Panel has however seen and heard first hand some good examples of Councillors communicating with, reporting to and campaigning for residents. The Panel encourages all Councillors to adopt the best practice of their colleagues, to improve accountability.

### **Training**

In addition, the Panel advises that Councillors should ensure they attend relevant Training. New councillors need to be fully briefed on their role and statutory duties. Re-elected councillors are strongly encouraged to take refresher training and all councillors are strongly advised to attend courses to keep their skills and knowledge up to date. All Councillors are reminded that they have a duty and responsibility to attend appropriate training and to keep themselves up to date on relevant matters and/or legislation.

Suggestion:- That the Panel is advised on an annual basis of the training provided for Councillors and take up rates.

## **1.4 PANEL CONCLUSIONS**

Following a thorough review of all the evidence, the Panel has concluded that:-

- although Birmingham City Council is by some margin the largest local authority in the UK, in terms of population and budget responsibilities, the level of remuneration paid to its Leader, office holders and backbenchers does not fully reflect the workload and complexities this entails especially in comparison with other authorities and,
- the changes introduced by the Boundary Commission which were implemented from May 2018 have resulted in an increase in workloads and responsibilities expected of Councillors.

However the Panel is mindful that the scope for introducing any significant change to the Remuneration Scheme or increasing the level of allowances paid is limited.

Firstly, because any substantial changes to the Remuneration Scheme need to be seen as part of UK wide review of the current legislation; the entirety of the local government sector would need to be engaged and work with central government. An example of a substantial change would be the amendment to legislation in 2014 which withdrew the right of Councillors to be part of the Local Government Pension Scheme – see section 1.2 above.

And secondly because the current economic climate and cost of living situation militates against above average increases in the Basic Allowance or Special Responsibilities Allowances.

That said the Panel believes there is a strong argument for updating the detail of Birmingham City Council Remuneration Scheme and increasing the level of allowances paid in 2023. The updates proposed are essential to ensuring the Remuneration Scheme fairly reflects the post 2018 arrangements; but to avoid an unacceptable increase in the level of allowances paid in 2023 they should be introduced on an incremental basis, over the next four years.

The Panel has conducted a detailed review of each element of the Remuneration Scheme together with the rationale for whether or not an update is recommended.

## REVIEW OF THE MEMBERS' ALLOWANCES SCHEME

### 2.1 Basic Allowance

The Panel's starting point for this full review of the Remuneration Scheme is the Basic Allowance. As stated above, Councillors receive an allowance, they are not paid employees of the Council. The basic allowance should reflect the time commitment of contributing to the governance of the Council and being a ward representative on the Council. The allowance paid is discounted to take account of the voluntary or public service aspect of serving as a councillor.

In Birmingham the Basic Allowance has been calculated using the same formula since 2003. Having taken a very careful look at the evidence the Panel is recommending that the way the Basic Allowance is calculated should be revised to reflect the post May 2018 scenario. The Panel has found that the complexity of work undertaken in Birmingham and the reality of the hours worked by Councillors to be effective representatives of their wards and play their part in the governance of the City of Birmingham has increased.

The Basic Allowance has been calculated as follows -

- Time Commitment- assuming that Councillors will work the equivalent of 3 days per week or 156 days per annum on Council business.
- Public Service Discount - 25% applied in recognition of the expectation that an element of a Councillors contribution is voluntary
- Rate For the Job/Indexation - Annual Survey of Household Earnings (ASHE) Place of work by local authority Male Full Time table 7.1a
- Additional Expenses Element- £715 per annum included to cover the cost of home office expenses such as postage, stationery and other consumables.

Table 1: Basic Allowance 2022

Time Commitment	156 days per annum x £155.22 per week=	£24,214 -
Less Public Service Discount at 25%	£6,053	£18,161+
Additional Expenses Element		£715
Basic Allowance		£18,876

Each element of the above calculation has been reviewed for this year's report.

#### Time Commitment

The Panel has reviewed information from councillors with over 10 years service, those with pre and post 2018 experience and Councillors elected for the first time in 2018. The general consensus is that the time commitment for backbenchers in 2023 now exceeds 3 days per week and is now on average closer to 3.5 - 4.0 days per week. The Panel feel that this increase in time commitment should be factored into the Basic Allowance calculation and changed to 3.5 days or 26.25 hours per week.

Recommendation:- That "hours worked" calculation is increased by 1/2 a day to 3.5 days or 26.25 hours per week.

### Public Service Discount

The Panel strongly supports the ethos of Councillors working for their communities and the public good on a voluntary basis and on balance feel that a Public Service Discount of 25% is about right. It is important to retain the ethos that Councillors seek election to serve the public and their community.

Recommendation:- That the Public Service Discount calculation remains unchanged at 25%.

### Additional Expenses Element

Originally this covered additional costs such as telephone and home office costs. It has not changed for 20 plus years. However these days all Councillors are issued with laptops and have access to printers in the Group Offices. The Council and most employers are moving towards a culture of a mobile paperless office. The Panel believes this payment is no longer necessary.

Recommendation:- That the additional expenses element is removed from the calculation.

### Rate For the Job/Indexation

The Panel has used Annual Survey of Household Earnings table 7.1a since 2003 as it reflects the income of the Birmingham residents who councillors represent. The Panel considered other indices including Consumer Price Index and that used by local authorities via the National Joint Council for local government services, both are used by other Councils across the UK. But the Panel felt using CPI would result in an unprecedentedly high pay award in 2023 and that the difference between local government employees pay and conditions and those of Councillors is quite marked and therefore using the NJC index feels inappropriate.

Recommendation:- That ASHE table 7.1a is used to calculate the Basic Allowance.

The Panel has taken the above and calculated the revised figure for the Basic Allowance for 2023, with columns 3 and 4 included for information only:

Table 2: Basic Allowance 2023

<b>BASIC ALLOWANCE</b>	<b>CURRENT</b>	<b>ASHE 2022</b>	<b>ASHE 2022</b>	<b>ASHE 2022</b>	<b>ASHE 2022</b>
	3 days per week	3 days per week	3.5 days per week	3.5 days per week	3.5 days per week
Gross min. time	156.00	156.00	182.00	182.00	182.00
x Baseline per day	155.22	163.72	163.72	163.72	163.72
Gross Rate	24,214.32	25,540.32	29,797.04	29,797.04	29,797.04
Less public service discount 25%	6,053.58	6,385.08	7,449.26	7,449.26	7,449.26
<b>TIME ELEMENT</b>	<b>18,160.74</b>	<b>19,155.24</b>	<b>22,347.78</b>	<b>22,347.78</b>	<b>22,347.78</b>
<i>Time Element % increase</i>		5.48	23.06	23.06	23.06
Plus Additional Expenses Element	715.00	715.00	715.00	200.00	0.00
<b>BASIC ALLOWANCE</b>	<b>£18,876.00</b>	<b>£19,870.24</b>	<b>£23,062.78</b>	<b>£22,547.78</b>	<b>£22,347.78</b>
<i>Overall % increase</i>	0.00	5.27	22.18	19.45	18.39

Below is the calculation for the 2023 Basic Allowance (without adjustment)

Table 3: Basic Allowance 2023 (without adjustment)

Time Commitment	182 days per annum x £163.72 per week =	£29,797.04 -
Less Public Service Discount at 25%	£7,449.26	£22,347.78+
Additional Expenses Element deleted		£000
Basic Allowance		£22,347.78

This represents an 18.39% increase on the 2022 Basic Allowance. For comparison if no change were made to the calculation to the BA and the ASHE rate for 2022 applied the increase would be 5.27%.

The Panel recognises that an award of 18.39% is unacceptable in these economically straitened times and when compared to other pay awards in the public sector. Therefore it is recommending that the increase is spread over the next four-years. Such an approach was adopted in 2019.

In 2019, after several years of no increase to either the BA or SRA, the Panel set out its rationale for recommending an increase in the Basic Allowance (BA) to re-establish the link to the comparator (Annual Survey of Hours and Earnings – ASHE) agreed as part of the “root and branch” review of 2013, proposed that the ASHE (Annual Survey of Hours and Earnings), place of work by local authority area (Birmingham) for a full time male, is used to set the basic allowance. To move straight to the ASHE 2018 figure would have resulted in a 10% rise on the 2017/18 basic allowance. The Panel’s intention therefore was to bring the basic allowance back to parity with ASHE over the remaining years of this four-year electoral term (2018 – 2022). This was achieved in 2021/22.

The Panel is therefore recommending that the above calculation for the Basic Allowance is used from May 2023, but the increase is spread over the following 4 year period to May 2027. And further that this is reviewed each year and if considered appropriate an in year figure added too. That being said the Panel feel that the latter point is unlikely to be possible unless the economic outlook changes significantly.

The BA would therefore be set at £19,744 from May 2023 representing an increase of 4.60 % on the May 2022 BA and increasing by 4.60% for the following 4 years at which point the BA will be £22,596, subject to annual review.

Recommendation:- The Basic Allowance for 2023 increases to £19,744.00
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## **2.2 Special Responsibility Allowances**

In Birmingham as in almost all Councils the Special Responsibility Allowances (SRAs) paid are calculated as a % of the Leaders SRA. It is therefore important, as part of this full review of the Members’ Allowances to firstly relook at the rationale currently used to set the Leaders SRA and secondly to review whether the Leaders SRA is set at the right level.

## Leaders Allowance

The current calculation for the Leader of Birmingham was adopted in 2013 and has not changed. ASHE base line table 4.1a Industries and Services Male Full Time (top 10%) per week discounted by 15% Public Service Discount. It has been reviewed on an annual basis and is currently £56,579.

Setting the Leader's SRA proved challenging in 2003 and 2013, and so it is in 2023, with comparisons made to MPs salaries, other public sector appointments and private sector pay schemes. As discussed elsewhere in this report it is also difficult to compare Birmingham against other Councils, principally because Birmingham is by far the largest authority. The same applies to comparing the SRA for the Leader.

The Panel also reviewed the strategic functions of the Leader as set out in Birmingham City Council's Constitution. The Constitution contains further details, but essentially the Leader has ultimate political responsibility for the Council and significant executive powers and responsibilities.

Whilst there may be a strong argument to increase the Leaders SRA to better reflect the significant executive responsibilities held, the current financial climate within which the Council and residents are operating mitigate against this. However the Panel is minded to simplify the calculation used to set the Leader's allowance and leave the door open to review the allowance in the future.

The 2006 Statutory Guidance suggests that one way of calculating the SRA for a Leader is to take the agreed Basic Allowance and take a multiple of this as an appropriate SRA for the Leader. The Panel's review of other Council's Remuneration Scheme's suggests that this is now common practise across many Councils.

The Panel felt that this has two distinct advantages, firstly it is clear and easier to understand than the current calculation used and secondly there is a clear and demonstrable link to the Basic Allowance. The Panel is therefore recommending that this approach is adopted within the Birmingham Members Allowances Scheme.

2023 Basic Allowance x 3 = £19,744 x 3 = £59,233

Recommendation:- That the above calculation for the Special Responsibilities Allowance is used from May 2023. And further that this is reviewed each year and if considered appropriate an in year figure added too.
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## Review Of Special Responsibility Allowances

Special Responsibility Allowances are paid in addition to the Basic Allowance for posts which require an additional time and responsibility commitment. In Birmingham 43 posts attract an SRA. Each post which attracts a Special Responsibility Allowance is set at a % of the Leaders allowance.

The table below shows the posts which attract an SRA and at what relative level.

Table 4: Bands Level of Responsibility Title/Description

1	75%-100%	Strategic Leadership	With overall responsibility for decision making and running of Council Services
2	50% - 74%	Strategic Responsibility	Within Cabinet and individual responsibility as delegated by the Constitution
3	15%- 49%	Responsibility for chairing key regulatory and overview and scrutiny committees	In order to meet regulatory requirements and where required hold the Executive to account
4	5% - 14%	Other Roles with Special Responsibilities	

Table 5: Special Responsibilities Allowances -Roles

Bands	Level of Responsibility as a % of the Leader	Role
Strategic Leadership	100%	Leader of the Council
	80%	Deputy Leader of the Council
Strategic Shared Responsibility	50%	Cabinet Member
Responsibility for Chairing Key Regulatory, Overview & Scrutiny Committees	30%	Chairman of the Planning Committee
	30%	Chairman of the Licensing & Public Protection Committee
	30%	Leader of the Largest Qualifying Opposition Group
	25%	Chairman of Overview & Scrutiny Committees
Other Roles with Special Responsibility	17%	Deputy Leader of the Largest Qualifying Opposition Group
	10%	Chairman of Licensing Sub-Committee
	10%	Chairman of the Audit Committee
	10%	Chairman of the Trust & Charities Committee
	14%	Leader of Other Qualifying Opposition Groups
	7%	Deputy Leader of Other Qualifying Opposition Groups
	10%	Lead Opposition Spokesperson (Shadow Cabinet Member)
	7%	Political Group Secretaries
5%	Chief Whip	

The Panel is not recommending any changes to the number of SRAs nor the % of the Leaders SRA each post attracts, as per table 5 above.

However in discussions with the current postholders, Leaders and the City Solicitor, the following posts will remain under review and if any further information is brought to the Panel's attention, the Panel is willing to reconvene to consider the request:-

Audit Committee Chair – the role and remit of this post is being reviewed by the City Solicitor. When the review is complete the Panel will review the SRA it attracts.

Group Secretaries and Group Whips – over a number of years the Panel has been asked to review the SRAs these posts attract. The Panel is not unsympathetic to such requests but wishes to clarify that any further review of the level of SRA for these roles will be subject to the availability of an outline job specification for each post agreed by all major parties.

As referred to in the Introduction, the Local Authorities (Members' Allowance) (England) Regulations 2003 (SI 1021) require Remuneration Panels to advise on the following matters – co-optees allowance, carers allowance, travel allowances, subsistence allowance and Parental Leave.

### **2.3 Co-optees' Allowances**

The Panel took no new evidence on co-optee allowances and was of the view that as in recent years, a 4.60% rise in line with the Basic Allowance for 2023-24 would be reasonable.

Recommendation:- That an increase of 4.60% on co-optee allowances is agreed.

### **2.4 Carers' Allowances**

In 2012, the City Council agreed to adopt the Living Wage for all its employees, and subsequently extended this to externally contracted care sector workers from October 2014. In 2015, the Panel recommended that the Independent Carers' Allowance adopt the change from the National Minimum Wage to the Living Wage, currently at £10.90 per hour.

During this review the Panel heard that care providers are increasingly charging by the session e.g. morning or afternoon, rather than by the hour, the Panel would like to see this reflected in permissible payments.

The professional care allowance (hourly rate) continues to be based on the Council's rate for a Care Assistant, Grade 2 post, mid-range spinal point at £11.34 per hour.

Recommendation:-

That the Independent Carers' allowance is paid at a rate of £10.90 per hour and that the Professional Care allowance is paid at £11.34 per hour.

### **2.5 Travel expenses and Subsistence Allowances**

The Panel took no new evidence on travel or subsistence expenses and recommends that these continue to reflect the Council's Scheme for officers. The Panel emphasised the need to ensure that the list of approved duties for which such expenses can be claimed is kept up to date and in accordance with all relevant legislation.

Recommendation:- Travel expenses and Subsistence Allowances continue to reflect the Councils Scheme for officers

### **2.6 Parental Leave**

The Panel has no further recommendations to the Parental Leave Policy, but will keep in under annual review.

#### *Shared Parental Leave*

BCC does not provide an occupational shared parental pay scheme for employees; any statutory pay due during shared parental leave will be paid at a rate set by the Government for the relevant tax year. Therefore, members who are eligible for shared parental leave will be receive the statutory amount (which as of April 2023 is £172.48 per week for statutory maternity and paternity pay), or at 90% of the SRA, if this figure is lower than the Government's set weekly rate, for the 39 weeks statutory maternity leave available. The remaining 13 weeks of shared parental leave are unpaid.

Recommendation:- The Parental Leave Policy is kept under annual review.



## **WORK PROGRAMME 2023 - 2024**

The Panel will commence the next scheduled review of the Basic Allowance in September 2023. At that time the Panel will also address any other matters arising including those mentioned in section 1.3.

The following posts will remain under review and if any further information is brought to the Panel's attention, the Panel is willing to reconvene to consider the request:-

Audit Committee Chair – the role and remit of this post is being reviewed by the City Solicitor. When the review is complete the Panel will review the SRA it attracts.

Group Secretaries and Group Whips – over a number of years the Panel has been asked to review the SRAs these posts attract. The Panel is not unsympathetic to such requests but wishes to clarify that any further review of the level of SRA for these roles will be subject to the availability of an outline job specification, consistent across all parties for each post.

The Panel has received a request to review the Special Responsibility Allowance for the Leader of the main opposition party. This will be addressed in the Panel's review commencing in 2023.

The Panel has received a request to review the allowances paid to Standards Committee Members.

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Recommendation:- That the Work Programme is approved.
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## **Appendix 1: Proposed Members' Allowances Rates (from May 2023)**

<b>BASIC ALLOWANCE</b> (per annum unless otherwise stated)	<b>£</b>
Baseline per Day Rate	163.72
Basic Allowance	<b>19,744.00</b>

**SPECIAL RESPONSIBILITY ALLOWANCE (per annum unless otherwise stated)**

Baseline per week	1,139.00
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**STRATEGIC LEADERSHIP**

Leader of the Council (rounded up)	59,233.00
Deputy Leader of the Council	47,386.00

**STRATEGIC SHARED RESPONSIBILITY**

Cabinet Member	29,616.00
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**RESPONSIBILITY FOR CHAIRING KEY  
REGULATORY, OVERVIEW & SCRUTINY COMMITTEES**

Chair of the Planning Committee	17,700.00
Chair of Licensing & Public Protection Committee	17,700.00
Leader of the Largest Qualifying Opposition Group	17,700.00
Chair of an Overview & Scrutiny Committee	14,808.00

**OTHER ROLES WITH SPECIAL RESPONSIBILITY**

Deputy Leader of the Largest Qualifying Group	10,070.00
Chair of the Audit Committee	5,923.00
Chair of the Trust and Charities Committee	5,923.00
Chairs of the Licensing Sub Committees	5,923.00
Leader of Other Qualifying Opposition Groups *	8,293.00
Deputy Leader of Other Qualifying Opposition Groups*	4,146.00
Lead Opposition Spokesperson (Shadow Cabinet)	5,923.00
Political Group Secretaries	4,146.00
Chief Whip	2,962.00

*(A Qualifying Opposition Group is one with a minimum of 6 Members)*

**CO-OPTEE ALLOWANCES (per annum)**

Chair of the Standards Committee	1,143.00
Member of an Overview & Scrutiny Committee	951.00
Member of the Standards Committee	636.00

**CARERS' ALLOWANCES**

Independent care – hourly rate	10.90
Professional care with supporting documentation – hourly rate	11.34

*Where applicable figures have been rounded*

**TRAVEL EXPENSES AND SUBSISTENCE ALLOWANCES**

Car, Motorcycle and Bicycle Allowance Rates are set in line with those paid to officers of the authority.

Subsistence Allowances are set in line with those paid to officers of the authority or the inflation factor in the council's budget.

**Car Mileage Rates**

First 10,000 business miles in tax year	45p per mile
Each business mile over 10,000 in tax year	25p per mile
Supplement for official passenger	5p per mile

If car mileage is claimed for travel outside the West Midlands area, the payment will be the lesser of the value of the actual mileage claimed or the peak time standard rail fare.

Motorcycle Mileage Rates	24p per mile
Bicycle Mileage Rates	20p per mile

**Other Travel Expenses**

Rail Travel (supporting receipt required)	Standard Class Fare
Taxi, Tube and Bus Fares, Car Parking, Toll Charges (supporting receipts if possible)	Actual Cost

If a travel pass is provided by the Council the recipient must make a contribution of 40% towards the total cost met by the Council. The recipient also forgoes the right to claim for travel allowances or expenses for duties undertaken in the area covered by the pass or to make use of transport services provided directly by the Council, unless the relevant travel service is not available, or there are health and safety reasons.

**Subsistence (excluding VAT)** £  
*(With effect from 1 July 2017 - only payable after 24 hours)*

Breakfast	4.48
Lunch	6.17
Tea	2.43
Evening Meal	7.64

## **Appendix 2: Summary list of all information/comparisons**

- Meeting with Dr Declan L. G. Hall
- Core Cities and WM Met Area Allowance Schemes
- Councillors Questionnaire
- Written evidence from various Councillors
- Ashe 2022
- CPI and inflation rates 2022
- Average earnings Birmingham 2022
- Meeting and written communication with Officers
- Magistrates court subsistence rate (as of May 2010)
- Constitution-role of Standard Committee and role of Leader

### Appendix 3: English Indices of Deprivation 2019

Extract from File 10 Local Authority District Summaries (lower-tier)

Local Authority District name (2019)	IMD - Average rank	IMD - Rank of average rank	IMD - Average score	IMD - Rank of average score	IMD - Proportion of LSOAs in most deprived 10% nationally	IMD - Rank of proportion of LSOAs in most deprived 10% nationally
Manchester	26417.75	2	40.005	6	0.4326	5
Birmingham	25319.55	6	38.067	7	0.4131	7
Leeds	18909.26	92	27.301	55	0.2365	33

Source: [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/414222/English_indices_of_deprivation_2019_-_GOV.UK_(www.gov.uk).xlsx) File 10

## Appendix 4: Core Cities and WM Met area comparison

### Core City/WM Met Allowances 2022/2023

Core City/ WM Met	Population 2021 Census	Dec 2022 Electorate	No of Councillors	No of Wards	Electorate / Councillor	Population/ Councillor	Basic Allowance 2022	BA/Elector ate/ Councillor
Birmingham	1,144,900	739,661	101	69	7,323.38	11,335.64	£18,876.00	2.58
Barking and Dagenham (London B)	218,900	139,117	51	19	2,727.78	4,292.16	£12,014.00	4.40
Hackney (London B)	259,200	180,404	57	21	3,164.98	4,547.37	£12,014.00	3.80
Newham (London B)	351,100	225,632	67	24	3,367.64	5,240.30	£11,779.00	3.50
Bristol	472,400	327,480	70	34	4,678.29	6,748.57	£15,169.00	3.24
Leeds	812,000	582,293	99	33	5,881.75	8,202.02	£17,234.00	2.93
Liverpool	486,100	327,228	90	30	3,635.87	5,401.11	£10,590.00	2.91
Manchester	552,000	376,710	96	32	3,924.06	5,750.00	£18,841.00	4.80
Newcastle	300,200	192,000	78	26	2,461.54	3,848.72	£9,200.00	3.74
Nottingham	323,700	198,985	55	20	3,617.91	5,885.45	£13,966.30	3.86
Sheffield	556,500	386,657	84	28	4,603.06	6,625.00	£15,606.00	3.39
Dudley	323,500	235,800	72	24	3,275.00	4,493.06	£11,435.00	3.49
Solihull	216,200	160,934	51	17	3,155.57	4,239.22	£10,500.00	3.33
Coventry	345,300	229,599	54	18	4,251.83	6,394.44	£15,340.00	3.61
Walsall	284,100	198,638	60	20	3,310.63	4,735.00	£11,938.00	3.61
Sandwell	341,900	231,942	72	24	3,221.42	4,748.61	£11,552.00	3.59
Wolverhampton	263,700	183,936	60	20	3,065.60	4,395.00	£11,500.00	3.75

Source: Core Cities and WM met officers and Council's websites

## Appendix 5: Standard Committee Role as per part B16 in Constitution

### B16. THE STANDARDS COMMITTEE

#### 16.1 Role

##### i. The Standards Committee's role is:

- a) Advising the City Council on the adoption or revision of the Code of Conduct;
- b) Monitoring the operation of the Code of Conduct and the arrangements for how the Council will deal with any complaints;
- c) Advising, training or arranging to train members and co-opted members on matters relating to the City Council's Code of Conduct.
- d) Determining complaints brought by members of the public alleging a breach of the Code of Conduct by Councillors.
- e) Determining the penalty to be imposed in the event of a breach of the Code being upheld.
- f) Hearing appeals as may be necessary.
- g) Granting any dispensations and dealing with any other powers granted to Standards Committees by legislation.
- h) To submit an Annual report on the work of the Standards Committee and, generally, promoting the standards of ethical conduct and behaviour expected of Councillors.

##### ii. The Standards Committee shall also determine under Sections 1 and 2 of the Local Government and Housing Act 1989: -

- a) any application received from any officer of the Council for exemption from political restriction; and
- b) any application to consider whether a post should be included in the list maintained by the Council under Section 2(2) of the 1989 Act, and may direct the Council to include a post in that list.

Source: [Part B Constitution | Birmingham City Council](#)

**Appendix 6: Annual Survey of Household Earnings (ASHE) Place of work by local authority  
Male Full Time table 7.1a**

Extract from Table 7.1a (Full Time Male)

<b>Table 7.1a Weekly pay - Gross (£) - For male full-time employee jobs<sup>a</sup>: United Kingdom, 2022</b>						
		<b>Number of jobs<sup>b</sup></b>	<b>Median</b>	<b>Annual percentage change</b>	<b>Mean</b>	<b>Annual percentage change</b>
<b>Description</b>	<b>Code</b>	<b>(thousand)</b>				
Birmingham	E08000025	183	736.2	5.9	818.6	5.8

Source: [Earnings and hours worked, place of work by local authority: ASHE Table 7 - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/earnings-and-hours-worked-place-of-work-by-local-authority-ashe-table-7)



**Appendix 7: Basic Allowance and Leader SRA spread across 4 years**

	<b>Year 1 @ 4.6 %</b>	<b>Year 2 @ 4.6%</b>	<b>Year 3 @ 4.6%</b>	<b>Year 4 @ 4.6%</b>
	<b>3.5 days</b>	<b>3.5 days</b>	<b>3.5 days</b>	<b>3.5 days</b>
<b>Percentage increase</b>	<b>4.60</b>	<b>4.60</b>	<b>4.60</b>	<b>4.60</b>
<b>Increase</b>	<b>868.30</b>	<b>908.24</b>	<b>950.02</b>	<b>993.72</b>
<b>Basic Allowance</b>	<b>£19,744.30</b>	<b>£20,652.53</b>	<b>£21,602.55</b>	<b>£22,596.27</b>

**Special Responsibility Allowance-Leader**

<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>
<b>£59,232.89</b>	<b>£61,957.60</b>	<b>£64,807.65</b>	<b>£67,788.80</b>

## Appendix 8: Special Responsibilities Allowances-Banding Spread Over 4 Years

Bands	Level of Responsibility as a % of the Leader	Role	No of potential SRAs	Year 1 @ 4.60%	Year 2 @ 4.60%	Year 3 @ 4.60%	Year 4 @ 4.60%
<b>Strategic Leadership</b>	100%	Leader of the Council	1	£59,232.89	£61,957.60	£64,807.65	£67,788.80
	80%	Deputy Leader of the Council	1	£47,386.31	£49,566.08	£51,846.12	£54,231.04
<b>Strategic Shared Responsibility</b>	50%	Cabinet Member	8	£29,616.44	£30,978.80	£32,403.83	£33,894.40
<b>Responsibility for Chairing Key Regulatory, Overview &amp; Scrutiny Committees</b>	30%	Chairman of the Planning Committee	1	£17,769.87	£18,587.28	£19,442.30	£20,336.64
	30%	Chairman of the Licensing & Public Protection Committee	1	£17,769.87	£18,587.28	£19,442.30	£20,336.64
	30%	Leader of the Largest Qualifying Opposition Group	1	£17,769.87	£18,587.28	£19,442.30	£20,336.64
	25%	Chairman of Overview & Scrutiny Committees	8	£14,808.22	£15,489.40	£16,201.91	£16,947.20
<b>Other Roles with Special Responsibility</b>	17%	Deputy Leader of the Largest Qualifying Opposition Group	1	£10,069.59	£10,532.79	£11,017.30	£11,524.10
	10%	Chairman of Licensing Sub-Committee	3	£5,923.29	£6,195.76	£6,480.77	£6,778.88
	10%	Chairman of the Audit Committee	1	£5,923.29	£6,195.76	£6,480.77	£6,778.88
	10%	Chairman of the Trust & Charities Committee	1	£5,923.29	£6,195.76	£6,480.77	£6,778.88
	14%	Leader of Other Qualifying Opposition Groups	1	£8,292.60	£8,674.06	£9,073.07	£9,490.43
	7%	Deputy Leader of Other Qualifying Opposition Groups	1	£4,146.30	£4,337.03	£4,536.54	£4,745.22
	10%	Lead Opposition Spokesperson (Shadow Cabinet Member)	8	£5,923.29	£6,195.76	£6,480.77	£6,778.88
	7%	Political Group Secretaries	3	£4,146.30	£4,337.03	£4,536.54	£4,745.22
	5%	Chief Whip	3	£2,961.64	£3,097.88	£3,240.38	£3,389.44

## Appendix 9: Basic Allowance plus Special Responsibilities Allowances Spread Over 4 Years

	<i>18.39 apportioned 1 yr1 @ 4.60%</i>	<i>18.39 apportioned 2 yr2 @ 4.60%</i>	<i>18.39 apportioned 3 yr3 @ 4.60%</i>	<i>18.39 apportioned 4 yr4 @ 4.60%</i>
	<b>BA+SRA</b>	<b>BA+SRA</b>	<b>BA+SRA</b>	<b>BA+SRA</b>
Leader of the Council	£78,977.18	£82,610.13	£86,410.20	£90,385.07
Deputy Leader of the Council	£67,130.61	£70,218.61	£73,448.67	£76,827.31
Cabinet Member	£49,360.74	£51,631.33	£54,099.22	£56,490.67
Chairman of the Planning Committee	£37,514.16	£39,239.81	£41,137.69	£42,932.91
Chairman of the Licensing & Public Protection Committee	£37,514.16	£39,239.81	£41,137.69	£42,932.91
Leader of the Largest Qualifying Opposition Group	£37,514.16	£39,239.81	£41,137.69	£42,932.91
Chairman of Overview & Scrutiny Committees	£34,552.52	£36,141.93	£37,897.31	£39,543.47
Deputy Leader of the Largest Qualifying Opposition Group	£29,813.89	£31,185.32	£32,712.70	£34,120.37
Chairman of Licensing Sub-Committee	£25,667.58	£26,848.29	£28,176.16	£29,375.15
Chairman of the Audit Committee	£25,667.58	£26,848.29	£28,176.16	£29,375.15
Chairman of the Trust & Charities Committee	£25,667.58	£26,848.29	£28,176.16	£29,375.15
Leader of Other Qualifying Opposition Groups	£28,036.90	£29,326.59	£30,768.47	£32,086.70
Deputy Leader of Other Qualifying Opposition Groups	£23,890.60	£24,989.56	£26,231.93	£27,341.49
Lead Opposition Spokesperson (Shadow Cabinet Member)	£25,667.58	£26,848.29	£28,176.16	£29,375.15
Political Group Secretaries	£23,890.60	£24,989.56	£26,231.93	£27,341.49
Chief Whip	£22,705.94	£23,750.41	£24,935.78	£25,985.71

## **Appendix 10: Members Regulations**

The Local Authorities (Members' Allowances) (England) Regulations 2003:

[The Local Authorities \(Members' Allowances\) \(England\) Regulations 2003 \(legislation.gov.uk\)](#)

EIM65960 - Local Government Councillors and civic dignitaries in England: ODPM guidance: Part One: members' allowances:

[EIM65960 - Local Government Councillors and civic dignitaries in England: ODPM guidance: Part One: members' allowances - HMRC internal manual - GOV.UK \(www.gov.uk\)](#)

Birmingham City Council's Constitution:

Part B – Roles, Functions and Rules of Procedure: [Part B Constitution | Birmingham City Council](#)

Part C - Constitution Codes and Protocols : [Part C Constitution | Birmingham City Council](#)

## Appendix 11: Membership of the Independent Remuneration Panel

### ***Citizen Representatives***

Rose Poulter (Chair)  
Sandra Cooper (Deputy Chair)  
Veronica Docherty  
Catherine McManus

### ***Council Appointees***

David Grainger  
Rob Johnston\*

### ***Co-opted Members***

Honorary Alderman Carl Rice  
Former Councillor Peter Fowler

*\*Member until January 2023*



# Birmingham City Council

## City Council

6 February 2024



**Subject:** Decisions Not on the Forward Plan and Those Authorised for Immediate Implementation

**Report of:** Marie Rosenthal, Interim City Solicitor (Monitoring Officer)

**Report author:** Christian Scade, Head of Scrutiny and Committee Services, 07517 550013, [christian.scade@birmingham.gov.uk](mailto:christian.scade@birmingham.gov.uk)

Does the report contain confidential or exempt information?  Yes  No

If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential : N/A

### 1 Executive Summary

- 1.1 This report, which is required under Part B6.2 of the Constitution, sets out key decisions not included on the Forward Plan and any decisions which were authorised for immediate implementation.
- 1.2 Following amendments to the Constitution in 2022 this is the fifth report to be submitted, on a quarterly basis, covering the period 11 November 2023 to 9 January 2024.

### 2 Recommendation

- 2.1 That Full Council notes the report.

### 3 Background

- 3.1 Key decisions should be included on the Forward Plan not less than 28 clear calendar days in advance of the proposed decision. If a matter, which is likely to be a key decision has not been included on the Forward Plan, but it is impracticable to defer the decision, the decision may still be taken provided it meets the requirements set out in the Constitution (Part B6.2).
- 3.2 Where there is an intention for Cabinet to consider matters in private, i.e. information that is confidential or exempt, 28 days' notice must also be given. This is done through inclusion on the "Notification of intention for Cabinet to consider matters in private" form. Any report containing confidential or exempt information that is not included requires agreement from the Chair of the relevant

Overview and Scrutiny Committee that the report is urgent and cannot reasonably be deferred.

- 3.3 There is also a requirement for the Leader of the Council to provide details on any reports authorised for immediate implementation: i.e. where the interests of the Council are jeopardised unless an executive decision is implemented immediately and when its implementation cannot wait until the expiry of the call-in period.
- 3.4 In an emergency, as set out under Part B6.6 of the Constitution, an executive decision may be agreed by the Chief Executive, following consultation with the Group Leaders, as long as the requirements set out in Part E4.2 are met.
- 3.5 There were no emergency or urgent decisions taken by the Chief Executive for the period in question.

#### **4 Key Decisions Not on the Forward Plan**

- 4.1 For the period in question, 1 key decision was not included on the Forward Plan. This was for Cabinet Committee Property, held on 20 December 2023, concerning the Proposed Sale of Surplus Freehold Property Assets by Public Auction. Further information is provided at Appendix 1.

#### **5 Decisions Authorised for Immediate Implementation**

- 5.1 The same decision was authorised for immediate implementation by the Cabinet Committee for Property on 20 December 2023. Further information is provided at Appendix 1.

#### **6 Exempt Information**

- 6.1 The same report also contained some exempt information which was not notified 28 days in advance of the proposed decision.

#### **7 Late Reports**

- 7.1 For completeness, for the period 11 November 2023 to 9 January 2024, there were 3 Cabinet reports listed on the agenda but due to special circumstances were not available until after the agenda had been published. These key decision reports, listed below, were all included on the Forward Plan but were published via a second agenda despatch:

- Section 151 Officer Update on the Financial Position of the Council (Cabinet, 14 November 2023);
- Additional Grant Funding for the Typhoo Building Redevelopment (Cabinet, 14 November 2023);
- Section 151 Officer Update on the Financial Position of the Council (Cabinet, 12 December 2023).



## **8 Legal Implications**

- 8.1 This report, for consideration by Full Council, is required under The Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

## **9 Financial Implications**

- 9.1 There are no direct financial implications arising from this report.

## **10 Appendices**

- 10.1 Appendix 1 – Decisions Not on the Forward Plan

## **11 Background Papers**

- 11.1 None.



## APPENDIX 1

### LATE REPORTS NOT ON THE FORWARD PLAN AND THOSE AUTHORISED FOR IMMEDIATE IMPLEMENTATION<sup>1</sup>

**11 NOVEMBER 2023 – 9 JANUARY 2024**

**Table 1 of 4 – Key Decision Reports Not on the Forward Plan<sup>2</sup>**

<b>Date</b>	<b>Report Title</b>	<b>Decision Taken By</b>	<b>Reason for Lateness – set out via the report</b>
20 December 2023	Proposed Sale of Surplus Freehold Property Assets by Public Auction	Cabinet Committee Property	To expedite the delivery of an initial sale programme of surplus council owned land and property assets to generate capital receipts as part of the Council’s proposed Financial Recovery Plan.

\*Further information on each of these decisions can be found on CMIS via: [CMIS > Meetings](#)

**Table 2 of 4 – Reports Authorised for Immediate Implementation**

<b>Date</b>	<b>Report Title</b>	<b>Decision Taken By</b>	<b>Key Decision</b>	<b>Authorised for Immediate Implementation</b>
20 December 2023	Proposed Sale of Surplus Freehold Property Assets by Public Auction	Cabinet Committee Property	Yes	Yes. To enable the assets to be offered for sale at the Bond Wolfe public auction to be held on 8th February 2024.

<sup>1</sup> Further information on all decisions can be found on CMIS via: [CMIS > Meetings](#)

<sup>2</sup> For clarity, there were no Emergency or Urgent Decisions taken by the Chief Executive across the period in question.

**Table 3 of 4 – Reports Containing Confidential or Exempt Information (Not Notified)**

<b>Date</b>	<b>Report Title</b>	<b>Decision Taken By</b>	<b>Key Decision</b>	<b>Reasons for Non Notification</b>
20 December 2023	Proposed Sale of Surplus Freehold Property Assets by Public Auction	Cabinet Committee Property	Yes	To expedite the delivery of an initial sale programme of surplus council owned land and property assets to generate capital receipts as part of the Council’s proposed Financial Recovery Plan. Approval to the report’s recommendations will enable the assets to be offered for sale at the Bond Wolfe public auction to be held on 8th February 2024.

**Table 4 of 4 – Late Reports**

<b>Date</b>	<b>Report Title</b>	<b>Decision Taken By</b>	<b>Reason for Lateness – set out via the report</b>
14 November 2023	Section 151 Officer Update on Financial Position of the Council (Nov)	Cabinet	Due to the unprecedented financial position the Council is currently in, and at the request of Commissioner for Finance, an urgent late report is required to present a baseline financial position to Cabinet in November 2023.
14 November 2023	Additional Grant Funding for Typhoo Building Redevelopment	Cabinet	The report is late because of the extended time to give additional scrutiny to this material report. The Cabinet meeting on 12 December, together with the call-in period before the decision is cleared, doesn’t allow sufficient time for all legals to be signed and executed before the Funder’s Committee approval to the Investment under the development agreement expires on 22 December. Therefore, we need Cabinet approval to the additional grant so that all legals can be signed and contracted before this date in December otherwise the scheme will not proceed.
12 December 2023	Section 151 Officer Update on Financial Position of the Council (Dec)	Cabinet	Due to the unprecedented financial position the Council is currently in, and at the request of Commissioner for Finance, an urgent late report is required to present an update on the latest savings figures, developed to Friday 1st December 2023.

# Birmingham City Council

## City Council

6 February 2024



**Subject:** Motions for Debate from Individual Members  
**Report of:** Marie Rosenthal, Interim Monitoring Officer and City Solicitor  
**Report author:** Ben Patel-Sadler, Senior Committee Manager  
[Ben.Patel-Sadler@birmingham.gov.uk](mailto:Ben.Patel-Sadler@birmingham.gov.uk)

Does the report contain confidential or exempt information?  Yes  No

If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential: N/A

### 1 Recommendation(s)

- 1.1 To consider the following Motions of which notice has been given in accordance with Council Procedure Rules (section B4.4 G of the Constitution).

### 2 Notices of Motion

#### A. Councillors Robert Alden and Ewan Mackey have given notice of the following Notice of Motion:-

“This Council notes that –

It is one year to the day that a briefing was held, to which the current Leader and Cabinet Member for Finance and Resources along with the former Leader were invited, where it was shared that the council faced an equal pay liability of up to £820m as a result of alleged job enrichment through the 2017 bin dispute settlement and alleged introduction of task and finish practices in waste collection and street cleaning services from 2020.

- The Cabinet knew from 2017, and agreed with Unions in 2018, that a new job evaluation scheme and pay and grading structure was needed to address the structural inequalities in the pay scheme brought about by the 2017 strike settlement.

- The Cabinet was told by Auditors in 2019 that they had to urgently develop a contingency plan to address equal pay risks but have not been able to produce that plan when asked.
- A video was sent to the council in April 2022 claiming to show bin crews finishing early. Whilst the council at the time denied this was evidence of task and finish, at a scrutiny committee meeting in September 2023 the former head of HR told committee members that “In January, we discovered that task and finish was happening on a huge scale across waste, but not only waste but also in parks and gardens and potentially street scene as well.” There has since still been no public confirmation that task and finish practices were not happening across the directorate.
- As of questioning on 9 January 2024, the Leader and Cabinet Member for Environment were still unable to publicly confirm that task and finish practices had ceased within the waste service.
- In July, the Council Leader said “We will be open and transparent throughout this process and the independent reviews and judge-led inquiry will ensure that there is proper accountability for these failings”.
- The promised inquiry into what has led to the financial crisis in Birmingham has not yet been given a start date.

This Council believes that –

- The council and its residents cannot afford any more delays or indecision from the Executive.
- Residents deserve answers on what brought about a situation that will see their council tax bills rocket and their services be decimated.
- Learning what happened, and why, is an essential part of ensuring the council has a sustainable future.

This Council therefore resolves to:

- Write to the Government by the end of February 2024, asking that the local inquiry commences no later than September 2024, and is concluded and publishes its report no later than December 2025.”

**B. Councillors Ayoub Khan and Zaker Choudhry have given notice of the following Notice of Motion:-**

“This Council Notes:

There are 6395 private hire and 981 Hackney Carriage vehicles licensed by Birmingham City Council.

At present, only Hackney Carriages are allowed to use Bus Lanes.

Allowing private hire vehicles to also use Bus Lanes would reduce congestion especially at peak times but would also have many other benefits including: -

1. Faster journey times for passengers and as a result, cheaper fares per journey and
2. Reduced congestion and as a result, fewer emissions caused from sitting in traffic.
3. Fewer parking spaces needed in the city centre.

This Council resolves to call on the Executive to develop policies that would, like Wolverhampton, allow Private Hire Vehicles to use bus lanes whilst on duty.”

