

**Report to all Elected Members of Birmingham City Council**  
**Under**  
**Section 114 (2) of the Local Government Finance Act 1988**  
**By**  
**Fiona Greenway CPFA**  
**Interim Director of Finance (Section 151 Officer), Birmingham City Council**  
**Date of Report: 21<sup>st</sup> September 2023**

Purpose of Report

1. Members of the Council are asked to consider this Report by the Section 151 Officer (the Chief Finance Officer). The Report is made under section 114 (2) of the Local Government Act 1988 because the Section 151 Officer is of the opinion that:
  - a. The omission of a decision by the Council Business Management Committee has resulted in (a) a decision which involves the authority incurring additional expenditure which is unlawful, and (b) the course of action (i.e. inaction) if pursued to conclusion would be unlawful and cause a loss or deficiency on the authority.
2. This Report is being issued alongside a Section 5 Report from the Monitoring Officer, dated 21<sup>st</sup> September 2023, because:
  - a. The Council Business Management Committee agreed, on Friday 1<sup>st</sup> September 2023, to proceed with Option 2, on the basis that a signed addendum would be returned to the Council by the three recognised Trade Unions by 09:00 on Monday 11<sup>th</sup> September 2023.
  - b. On Monday 11<sup>th</sup> September 2023 two of the recognised Trade Unions responded confirming that they are unwilling to accept the proposed addendum, and the third has not responded to date.
  - c. As a result, the decision made by Council Business Management Committee on Friday 1<sup>st</sup> September 2023 is no longer valid.
  - d. The Monitoring Officer has since informed the Leader of the Council and Chair of the Council Business Management Committee of the options to move forwards, on Monday 11<sup>th</sup> September 2023 and Tuesday 12<sup>th</sup> September 2023.
  - e. A date for the Council Business Management Committee has not been agreed, with no intention to set a date or make a decision as a result.
  - f. There is currently no methodology proposed to resolve the Equal Pay challenges facing the Council, and hence no process to limit the accrual of additional liability past 1<sup>st</sup> April 2025 (as the current estimates of potential liability of £650m to £760m assume that a new Pay Equity System is implemented on 1<sup>st</sup> April 2025; at present, the potential liability is accruing at a range of £5m-£14m per month).
  - g. Further details of this omission can be found within the Section 5 Report from the Monitoring Officer dated 21<sup>st</sup> September 2023.
3. As a result of the omission of a decision by the Council Business Management Committee, and since the liability will now continue to accrue, it is my opinion that the Council is now (a) accruing additional unlawful expenditure in the form of a growing liability, and (b) making a decision (by omitting a decision) that will result in a loss or deficiency for the Council and council tax payers. As such this triggers a notice under section 114 (2) of the Local Government Finance Act 1988.

4. The Section 114 Notice is issued following consultation with both the Chief Executive (Head of Paid Service) and the Monitoring Officer. Following the issuance of the Section 114 Notice the Council has 21 days to hold a meeting of Full Council to consider the Report from the Section 151 Officer and decide how it will respond.
5. The purpose of this Section 114 Report is to make it clear to Members of the Council that immediate steps must be taken to mitigate the additional liability being accrued in relation to Equal Pay after the 1<sup>st</sup> April 2025. This means a suitable decision must be made such that a process commences to deliver a job evaluation programme (also known as Pay Equity System [PES]) that concludes by 1<sup>st</sup> April 2025.

#### Recommendations

6. That Elected Members of Birmingham City Council must consider this Report by Fiona Greenway, Interim Director of Finance (Section 151 Officer/ Chief Finance Officer) issued under Section 114 (2) of the Local Government Finance Act 1988.
7. That this Report must be considered at an extraordinary meeting of Full Council, held no later than the end of 21 days (the maximum allowable period set out within the Local Government Finance Act 1988) from the date of issue of this Report.
8. That Birmingham City Council (by which this means a meeting of Full Council) must decide whether it agrees or disagrees with the views documented within this Report and outline what action it proposes to take because of this Report.

#### Summary of key issues

9. Regarding the potential Equal Pay liabilities, there are two significant issues that the Council has to address:
  - a. The scale of the potential Equal Pay liabilities – this requires a Financial Recovery Plan to ensure the Council can pay for these liabilities. This was the subject of the S114 Report issued on the 5<sup>th</sup> September 2023 under section 114 (3) of the Local Government Finance Act 1988.
  - b. Ending the liabilities – by implementing a PES which would prevent the financial liability continuing to grow in the future. This is the subject of this S114 Report, issued as a supplementary document on the date shown, under section 114 (2) of the Local Government Finance Act 1988.

#### Consequences of a Section 114 (2) Notice

10. The issuing of the Section 114 (2) Report has the following impact on the work of the Council:
  - a. During the 21 day prohibition period the course of conduct which led to the Report being made shall not be pursued.

#### Legal Framework

11. Section 114 (2) requires that: “The chief finance officer of a relevant authority shall make a Report under this section if it appears to him that the authority, a committee or a joint committee on which the authority is represented—:

- a. has made or is about to make a decision which involves or would involve the authority incurring expenditure which is unlawful,
- b. has taken or is about to take a course of action which, if pursued to its conclusion, would be unlawful and likely to cause a loss or deficiency on the part of the authority, or
- c. is about to enter an item of account the entry of which is unlawful.”

#### Next Steps

12. The requirement of this S114 (2) Report is that an Extraordinary Meeting of the Full Council must happen within 21 days at which the Council must agree a response that addresses the issues outlined within this Report. Full Council must consider whether it agrees or disagrees with the views contained within this Report and determine action it proposed to take as a consequence. A failure to do so within the 21 days will lead to the issuance of a further S114 Report.
13. As mentioned above, the Council must make a lawful decision such that a process commences to deliver a PES that concludes by 1<sup>st</sup> April 2025. A failure to do so will lead to the issuance of a further S114 Report.
14. The timeline for activity over the coming months is as follows:
  - a. 21<sup>st</sup> September 2023 – Issue S114 Report
  - b. Extraordinary Full Council Meeting by 12<sup>th</sup> October 2023 latest
  - c. Statutory deadline for Full Council to agree a response to this Report by 12<sup>th</sup> October 2023 latest

**Fiona Greenway CPFA**

**Interim Director of Finance (Section 151 Officer), Birmingham City Council**

**21<sup>st</sup> September 2023**