

BE BOLD BE BIRMINGHAM

Officer Decision taken under Delegated Powers

Title:

2023 Addendum to the Job Evaluation Joint Principles Document

Background:

On 12th October 2023, at an Emergency General Meeting (EGM) of City Council, an item relating to Pay Equity System (PES) was debated.

All necessary background papers can be reviewed on [CMIS](#).

At the EGM, City Council resolved as follows (as per Paragraph 2.2.1):

That authority be delegated to the Head of Paid Service to agree the terms of the revised addendum on the behalf of the Council with its three recognised Trade Unions on or before 4pm on 22 October 2023. In the absence of the Council being in receipt of an agreed addendum, signed by authorised representatives of all three recognised Trade Unions by 4pm on 22 October 2023, Council Officers are instructed to proceed with the implementation of Option 4 (Outsourced Option) as set out in the CBMC Report dated 1 September 2023, with immediate effect.

Consultation:

No additional consultation was required further to that set out in the [report](#) that went to the EGM on 12th October 2023 and subsequent [supplemental report](#).

Decision(s):

In accordance with the terms of paragraph 2.2.1 from the [supplemental report](#) dated 12th October 2023, the Head of Paid Service (via Dr. Graeme Betts in his capacity as Deputy Chief Executive) agreed the terms of an addendum as attached at Appendix 1 to this report. This was due to the Head of Paid Service being uncontactable, on annual leave. Subsequently via email dated 25 October 2023, the Head of Paid Service provided her written confirmation of approval to the Addendum to supplement the Deputy Chief Executive's agreement.

The terms of the addendum have been agreed (via electronic means) by the Council's three recognised Trade Unions (Unite, Unison and GMB).

Reason(s) for decision:

The Council (via [Cabinet Report](#) dated 25th July 2023) agreed that action was required to introduce a new Pay Equity System, which sought to eradicate potential pay inequality and stem an ongoing liability arising from this, which is estimated to be in the region of £650-760 million (as at 31st March 2025) and ongoing liability at a rate of between £5m-£14m per month.

Further a Statutory Recommendation (Number 1) issued by the External Auditor, Grant Thornton, under the Local Audit and Accountability Act 2014, on 29 September 2023 stated as follows:

'The commencement of the job evaluation process should not be further delayed (as this would further undermine the Council's financial sustainability). As the Addendum was not signed by 11 September 2023, the Council should apply the safeguard within the CBMC report and should determine the job evaluation option it intends to follow by no later than 29 September 2023.'

Alternative option(s)

These have been considered in the [Council Business Management Committee \(CBMC\) report](#) dated 1st September 2023.

Legal Implications

See [supplemental report](#) and [full report](#) to EGM dated 12th October 2023.

Financial Implications

See [supplemental report](#) and [full report](#) to EGM dated 12th October 2023.

Procurement Implications

Procurement implications are set out in the [cabinet report](#) Permanent Pay Equity (Short-Form Report), dated 25th July 2023.

Confidential or Exempt Information?

Does the report contain confidential or exempt information?

☐ Yes X No

Appendices: (attach if required)

Appendix 1 – 2023 Addendum to the Job Evaluation Joint Principles Document

Declarations of interest:

Please refer to Part C (Codes and Protocols) of the Constitution for guidance on interests.

If you think you have an interest in this Officer Decision, please contact the City Solicitor and Monitoring Officer. If not, please state "*There are no interests to declare*".

Decision taken by: Dr. Graeme Betts CBE

Signature:

A handwritten signature in black ink, appearing to read 'G. Betts', written over a horizontal line.

Date: 25/10/2023

Post held: Deputy Chief Executive, Director of Adult Social Care

Note: Once completed this form will be published online via the Officer Decision portal.