

CITY COUNCIL

1st November 2016

REPORT OF COUNCIL BUSINESS MANAGEMENT COMMITTEE

FUTURE COUNCIL WORKFORCE CONTRACT

1. Introduction

The purpose of this report is to delegate authority to the Chief Executive to implement a revised set of terms and conditions for the Council's employees (excluding teachers) to be known as the Birmingham Workforce Contract.

2. Background

2.1 The Council is facing unprecedented levels of challenge both financially and organisationally and is consequently redefining its ambitions, priorities and operating model. It has also meant that we have had to contemplate some hitherto unpalatable approaches to securing savings. This report makes recommendations to adopt a set of proposals which will reduce the cost of employment and make a significant contribution to achieving required savings.

2.2 The proposals contained in this report are part of a wider plan not only to secure additional savings through the more effective use of workforce planning but also to ensure that we remain an employer of choice with a robust and attractive employee offer.

2.3 Following extensive consultation and engagement with our employees and consultation and negotiation with our trade unions we have reached a collective agreement on a final set of proposals. This means that our employees will be issued with a new contract of employment that will enable the implementation of the changes to terms and conditions.

3. Motion

That the City Council approves the proposed changes to terms and conditions as outlined in appendix D of this report and delegates responsibility for the implementation to the Chief Executive.