

Birmingham City Council

Report to City Council

3 December 2024



Title:	UPDATE ON EQUAL PAY: PAY AND GRADING – REPORT FROM EMPLOYMENT COMMITTEE
Lead Member:	Councillor John Cotton, Leader of the Council
Relevant Overview and Scrutiny Committee:	Not Applicable
Has this report been shared with the relevant Overview and Scrutiny Committee Chair?	Not Applicable
Report Author:	Alan Downton, Equal Pay Programme Lead People Services Directorate 07849718682 Alan.Downton@birmingham.gov.uk
Authorised by:	Katy Fox, Director of People Services People Services Directorate
Is this a Key Decision?	No
Reason(s) why not included on the Forward Plan and confirm who has authorised it to be considered:	Not Applicable
Is this a Late Report?	Not Applicable
Reason(s) why Late and confirm who has authorised it to be considered:	Not Applicable
Is this decision eligible for ‘call in?’	Not Applicable
If ‘call-in’ has been dis-applied, please provide reason(s) and confirm who has authorised:	Not Applicable
Wards:	All Wards

Does this report contain exempt or confidential information?

No

Has this decision been included on the Notification of Intention to consider Matters in Private?

Not Applicable

Reasons why not included on the Notification and confirm who has authorised it to be considered:

Not Applicable

1 EXECUTIVE SUMMARY

- 1.1 The Equal Pay Programme is one of 16 programmes in the Improvement and Recovery Plan (IRP), which will deliver a new Pay and Grading structure by April 2025. This will implement an up to date fair and equitable pay and grading structure across the council and council-controlled bodies ensuring that all colleagues are paid fairly and equitably.
- 1.2 A review of the current pay and grading structure is an essential component in the effective delivery of the overall Equal Pay programme. The existing scheme is 16 years old and has not been reviewed during that time in light of legislative changes, or changes to the operating model and outcomes for the Council.
- 1.3 This report updates Council on the recent approval by the Employment Committee of 31 October 2024, to a new Scheme and its agreement to consult trade unions on the introduction of a revised, refreshed pay structure and supporting processes consistent with best practice and the relevant provisions of the Equality Act 2010.
- 1.4 The Employment Committee considered a number of potential options which were assessed against best practice design principles and deliverability and approved the recommended option detailed in the Report.

2 COMMISSIONERS' REVIEW

- 2.1 Commissioners support the recommendations contained in this report.

3 RECOMMENDATIONS

That City Council:

- 3.1 Notes the decision made by Employment Committee on 31 October 2024 to proceed with consultation on the proposal.

4 KEY INFORMATION

Context

- 4.1 At the current rate of delivery of completed job evaluations, there will be a delay against the agreed delivery date of 1 April 2025, which is being addressed. The proposed Pay and Grading framework is a solution that enables Birmingham City Council to achieve the deadline whilst having a positive impact for most colleagues.

Proposal and Reasons for Recommendations

- 4.2 The current pay and grading framework is outdated. A core set of design principles to address the issues were reviewed and agreed. Based on these criteria, a refreshed framework was designed.

Other Options Considered

- 4.3 Alternative options which were assessed against the design principles and a number were rejected on the grounds of practicality given the likelihood of contention. The recommended option is the most positive.

5 RISK MANAGEMENT

- 5.1 The programme is subject to full programme management protocols and controls and is staffed by a dedicated team of Programme planners and PMO specialists. The programme protocols include detailed procedures for planning, risk and issues management, change management, decision management, dependency management and resource management. No new risks or issues have emerged that would impact on the ability to implement a refreshed pay and grading framework by 1 April 2025.

6 CONSULTATION

- 6.1 It must be noted that Birmingham City Council has procedural responsibilities in relation to consultation regarding this decision and that these involve a specific process as set out in the consultation protocol between the Council and the recognised trade unions.
- 6.2 Formal Consultation with our three recognised Trade Unions (GMB, UNISON and Unite the Union) officially commenced on 6 November 2024.
- 6.3 The purpose of the Consultation is to obtain a collective agreement with our three recognised trade unions (GMB, UNISON and Unite the Union) that supports the proposal and the recommended option for implementation.
- 6.4 A Joint Working Group (JWG) – Pay and Grading takes place once each week to facilitate the Consultation process, share information and data and provide a forum for open dialogue. The first Joint Working Group was held on 6 November 2024.

7 MEMBER ENGAGEMENT

Ward Councillor(s)

- 7.1 Not Applicable

Overview and Scrutiny

- 7.2 Not Applicable

Other

- 7.3 Not Applicable

8 IMPACT AND IMPLICATIONS

Finance and Best Value

- 8.1 Financial advice was set out and considered by Members in the private Report to Employment Committee of 31 October 2024.

Legal

- 8.2 The full legal advice was set out and considered by Members in the private Report to Employment Committee of 31 October 2024.

Equalities

- 8.3 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, and foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 8.4 A full Equality Impact Assessment was completed on 3 October 2024 to establish the impact of the proposal upon colleagues who share relevant protected characteristics and colleagues who do not share it. An impact can be described as either be positive or negative, and direct or indirect.
- 8.5 The full assessment summary concluded that the evidence supports the method described in the proposal and that the proposal could proceed on that basis.

Procurement

- 8.6 Not Applicable

People Services

- 8.7 Work is ongoing within People Services and currently on track to deliver the supporting processes and system requirements to implement the refreshed pay and grading framework on 1 April 2025.
- 8.8 Principles have been established to guide the development of and delivery of communication materials. A detailed Engagement and Communications Plan is in place and will be delivered at the appropriate time.
- 8.9 By adopting an engagement-led approach, we will help our colleagues to feel that they are valued and acknowledge that we are being transparent about our objectives. Building confidence and trust.

Climate Change, Nature and Net Zero

8.10 Not Applicable.

Corporate Parenting

8.11 Not Applicable.

Other

8.12 Not Applicable.

9 APPENDICES

9.1 Not Applicable.

10 BACKGROUND PAPERS

10.1 Not Applicable.