

Summary of Findings

The proposals have been analysed, reviewing Birmingham City Council and Acivico JNC officers' data

The payroll data utilised was based on information extracted from the HR/Payroll system (SAP) for the period 01 April 2015 - 31 March 2016. Employee data has been extracted on 18 November 2016 in order to cover the current JNC cohort. We have sought to take all reasonable steps to ensure the data is as valid as practicable. As with any data, there can be issues with its integrity and accuracy. This is something we will continue to review beyond this analysis.

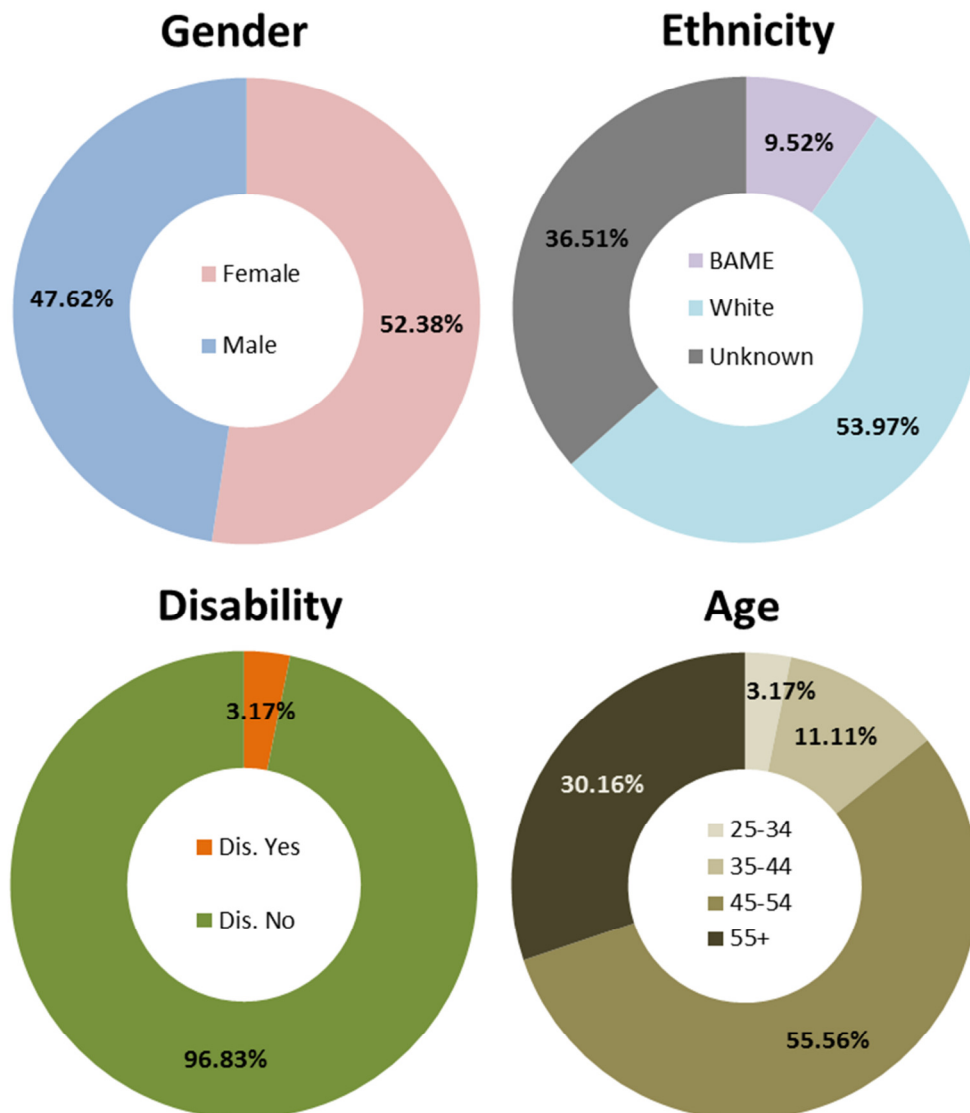
Proposals included in the voluntary offer

The proposals that are being analysed as part of this equality impact assessment are as follows;

- Employees will only be eligible to claim subsistence allowance when they are away from home for business after 24 hours.
- Staff will no longer be reimbursed for retirement gifts
- On performance-related pay:
 - for 2016/17 those eligible will be given a one-off non-consolidated payment for that year where they are not at the top of the grade as at 31 March 2017;
 - no performance-related pay will be applied from 1 April 2017 to 30 June 2017 for Corporate and ACIVICO JNC employees;
 - and there will be a joint management and trade union annual review of the ability of the council to give performance-related payments for the periods 2017-18, 2018-19 and 2019-20.

Overall breakdown by protected status for JNC cohort

The JNC cohort consists of 63 employees and the following four charts represent the breakdown by protected characteristic for those employees that will be subject to the proposals.



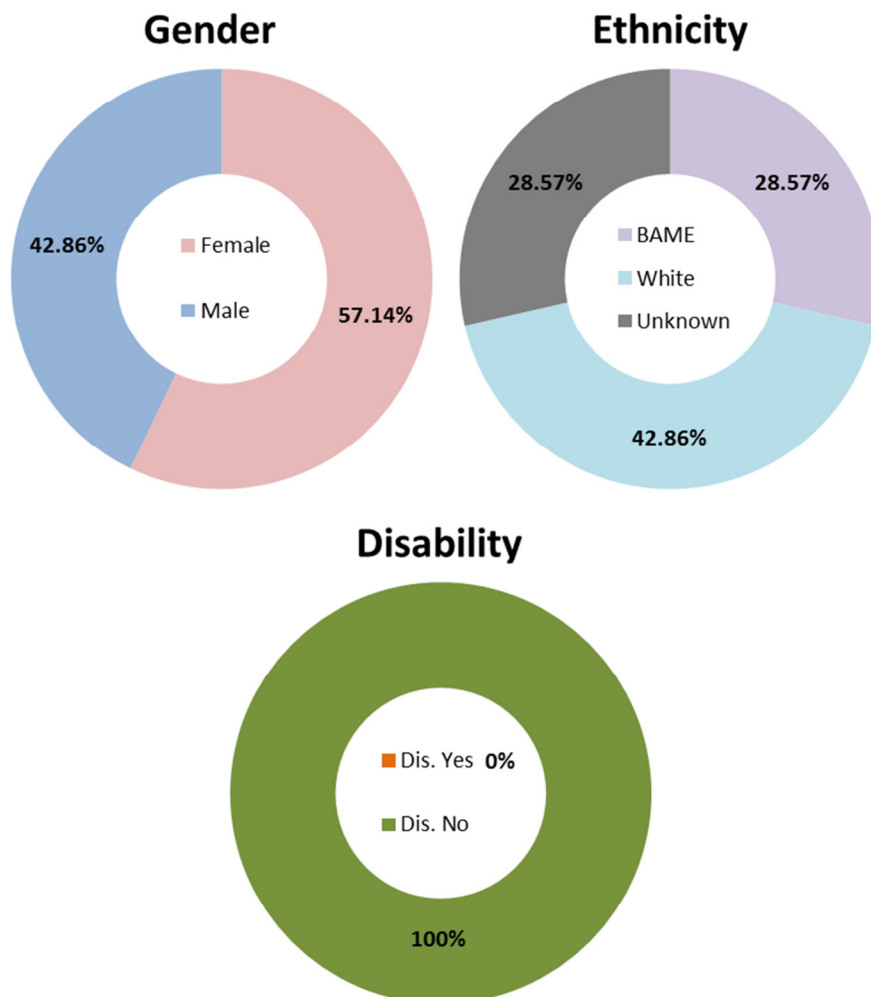
Proposal: Stop paying food and drink allowances for those away on council business

For the period 01 April 2015 – 31 March 2016 only two JNC officers claimed subsistence allowance through payroll. Both of the employees were white male which amounts to 6% of the male gender group and 5.8% of the white ethnicity group.

Current Status – This proposal has been amended as part of the collective agreement for NJC employees to ‘employees will only be eligible to claim subsistence allowance when they are away from home for business after 24 hours’. This will also apply to JNC employees

Proposal: Removal of Retirement Gift

The proposal to remove the retirement gift affects 9.5% of the JNC employee cohort. The following charts show the percentage of JNC employees aged 55+ within their protected groups that have achieved 25 years’ service with Birmingham City Council.



Proposal: Performance-related pay:

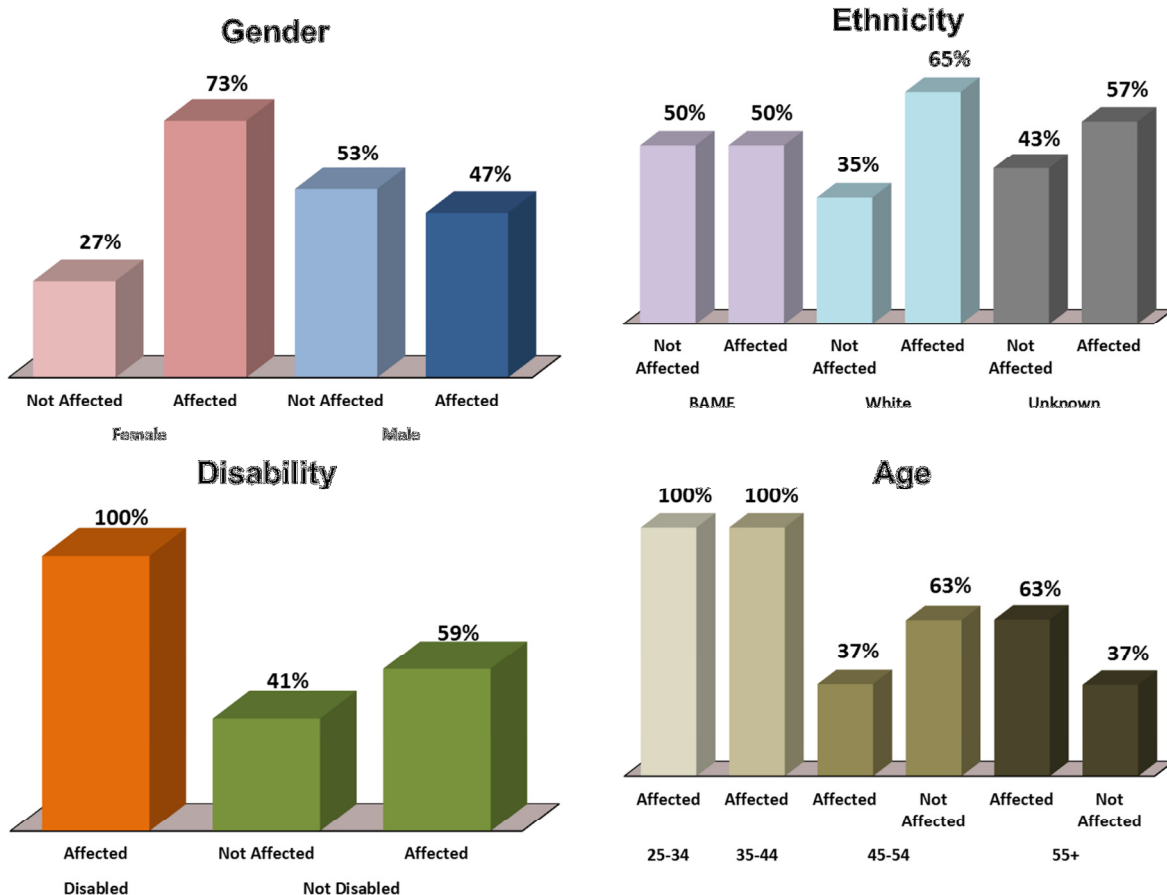
There are three elements to this proposal as below

- for 2016/17 those eligible will be given a one-off payment for that year;
- no performance-related pay will be applied from 1 April 2017 to 30 June 2017 for JNC employees;
- and there will be a joint management and trade union annual review of the ability of the council to give performance-related payments for the periods 2017-18, 2018-19 and 2019-20.

For these proposals the analysis the first two apply when JNC officers are their grading structure then the third applies if an when they transfer to the new proposed structure from 01 July 2017.

Based on the above the first two proposals 60% of JNC employees will be affected as follows:

2016-17 Non Consolidation & Freeze for April 17 – June 17



Freeze of PRP for 1/07/17- 31/04/18, 2018-19 and 2019-20.
(Migrated to new Pay and Grading framework)

