

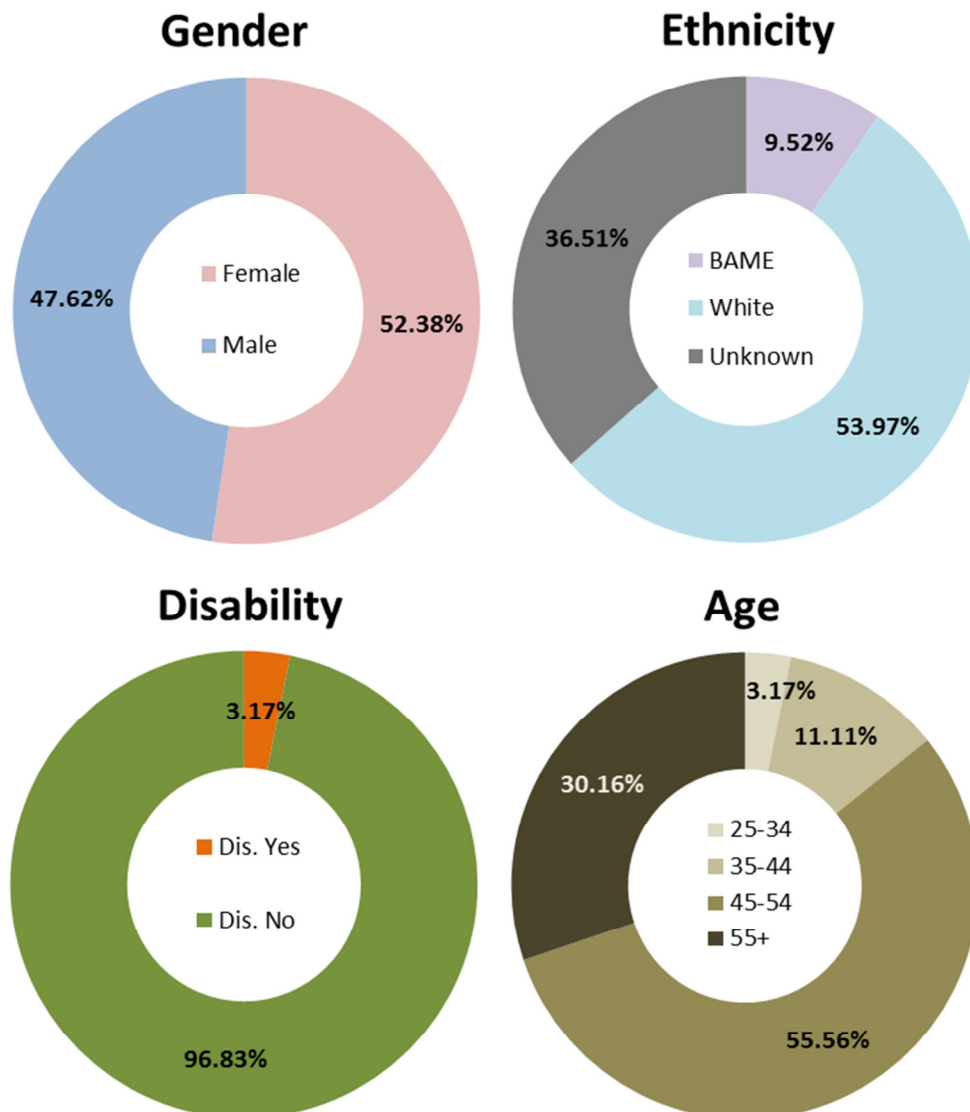
Summary of Findings

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.

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.



JNC Pay and grading review

The following table illustrates the proposed four band grading structure for JNC officers and is to take effect 01 July 2017. This has been established following a job evaluation exercise utilising the Local Government Employers evaluation scheme for all JNC roles.

Role	Grade	Min £	Max £
Chief Executive	B04	172,272	211,033
Strategic Director	B03	128,802	157,782
Service Director	B02	96,300	117,968
Assistant Director	B01	72,000	88,200

The proposed structure has been established as close to cost neutral as possible and the following is the impact against the protected characteristics. Whilst the structure is cost neutral there are still changes to pay on assimilations as follows.

Red Circles – current pay is higher than the proposed maximum for the grade the role is being assimilated to. In this case pay will be lowered.

White Circles – current pay is within the pay range of the grade that the role is being migrated to. In this case pay stays the same.

Green Circles – current pay is lower than the minimum for the grade that the role is being migrated to.

The following table illustrates the percentage of JNC employees affected by the different scenarios on assimilation to the new grading structure.

	Total EE's		Green %		White %		Red %	Average loss	Average loss %
Overall	63	5	7.94%	48	76.19%	10	15.87%	4879	4.70%

The charts below show the circling by within the different protected characteristics.

- **Gender** – Females make up the highest percentage of employees losing pay and this will have been exacerbated by the recent increments and the cost of living pay rise that were effective from 01 April 2016. Had the pay structure have been implemented as planned in April 2016 this would have been a 50%/50% split. Males employees are the highest percentage gaining pay, however the green circles only account for five employees in total so it is in effect one employee difference.
- **Ethnicity** – White employees are the highest losing pay, but due to a high percentage of unknown ethnicities this could be different. The unknown category also account for the highest number of green circles, but as with gender this green circles is a very small group.

- Disability – There a total of two disabled employees and therefore analysis in this characteristic is sensitive to any change in numbers. However, they are not adversely affected by the outcomes.
- Age – Both of the upper age groups make up the numbers for red and green circles with the lower two groups being unaffected by the outcome and remaining as white circles. Older employees that may be approaching retirement and are affected by losing pay will have protection for their pension as the period used for calculation can be nominated in certain circumstances by the employee where they suffer a reduction in pay.

