

# BEST VALUE COMMISSIONERS

## Equal Pay Sub Board

Wednesday 13<sup>th</sup> March 2024 – 14:00hrs to 15:30hrs

Room 125, Council House

### Board Members

Pam Parkes, Commissioner and Chair (PP)  
Chris Tambini, Commissioner (CT)  
John Biggs, Political Adviser (JB)  
John Hutton, Political Adviser (JH)  
Graeme Betts, Interim Chief Executive (GB)  
Rishi Shori, Director of Intervention Response (RS)  
Katy Fox, Director of Peoples Services (KF)  
Marie Rosenthal, Interim City Solicitor and Monitoring Officer (MR)  
Richard Fitzjohn, Equal Pay Programme Lead (RF)  
Robert Harris, Head of Service, Legal (RH)  
Sajeela Naseer, Director of Regulation and Enforcement (SN)  
William Moody, PA, Commissioners Support Team (WM)

### Apologies

Max Caller, Lead Commissioner (MC)  
Deborah Cadman, Chief Executive (DC)  
Tom Smith, DLUHC Chief of Staff (TS)

### 1 Welcome & Introductions

1.1 Pam Parkes welcomed everybody to the meeting and introductions took place.

### 2 Previous Minutes

2.1 The minutes were approved.  
2.2 Marie Rosenthal reminded board members that documentation presented within this board is legally privileged. It was agreed that some standard wording would be placed onto minutes and documents to reflect the importance of this.

### 3 Action Tracker

3.1 Update the Terms of Reference as noted in the previous minutes – this was now completed. Terms of Reference to be reissued to members of the board.

### 4 Equal Pay Update

4.1 There are now five workstreams which are being managed by HR in the Equal Pay programme. Job evaluation is the first and is considered the most important. The job evaluation scheme is covered by the addendum agreed with trade unions in November 2023.

### The Commissioners:

Max Caller CBE, John Coughlan CBE, Chris Tambini, Pam Parkes FCIPD, Jackie Belton, Myron Hrycyk, Lord John Hutton, John Biggs.

- 4.2 Richard Fitzjohn presented the job evaluation progress update. It was noted that there are risks to achieving the April 2025 deadline. There is currently two at risk markers. They were due to be delivered by 17<sup>th</sup> May but have needed to be pushed back a month.
- 4.3 Evaluator training is underway.
- 4.4 There is an issue around the interpretation, definition and application of the addendum. Officers are going to formally escalate this issue to Commissioners. This issue was originally raised in the mid-February working group. As set out in the addendum, the Governance Board should take a decision where a disagreement between the unions and officers occurs, with Commissioners as chair. Pam Parkes agreed to convene and chair an Equal Pay governance board.
- 4.5 The board were provided with an update on resourcing – two lead officers will be starting soon. Senior officers agreed to reiterate the message to allow officers to be released to ensure evaluations could be completed, these arrangements would be made on a case-by-case basis however, to ensure business as usual.
- 4.6 It was noted that following a review the team are finding fewer jobs to evaluate. The team are working with the figure of around 2200, the workstream plan assumes just under 3000. There is an opinion within the workforce that job evaluations will result in cutting salaries, this needs to be overcome by improved communications and reassurance. Pam Parkes outlined that for the next board a clear communication and stakeholder plan needed to be presented.
- 4.7 Sajeela Naseer attended today's board as a representative for the City Ops directorate. It was agreed that Katy Fox as the Director of People's Services and the board need sight of the waste transformation strategy as there needs to be a high level of coherence.
- 4.8 Craig Cooper is to be invited to be a regular member of the board.
- 4.9 Graeme Betts agreed that he would reinforce the impact of the EP programme on service redesigns and vice versa to CLT. It was agreed that this would be discussed at the CLT away day.
- 4.10 A discussion about risks to the programme needs to take place so the teams are clear about what they are going to do to mitigate against this.
- 4.11 Birmingham's Equal Pay dispute is not unique but is time critical to Birmingham to conclude it.

## **5 Equal Pay Claims Update**

- 5.1 An update was provided to the board on the Equal Pay claims.
- 5.2 Active discussions are taking place around litigation.

## **6 Actions:**

- 6.1 Officers to formally escalate the issue of interpretation of addendum to Pam Parkes.
- 6.2 Equal Pay governance board to be convened.
- 6.3 Clear communication and stakeholder plan to be produced and presented to the next board.
- 6.4 Katy Fox to be given sight of the waste transformation strategy.
- 6.5 Graeme Betts to provide reinforcement to CLT regarding the importance between service redesigns and the equal pay programme.
- 6.6 William Moody to invite Street Scene colleagues (Craig Cooper, Sajeela Naseer and Andy Vaughan) to the Equal Pay boards moving forward.

# BEST VALUE COMMISSIONERS

**7 Date of the next meeting:**

7.1 Wednesday 10<sup>th</sup> April 2024.

**The Commissioners:**

Max Caller CBE, John Coughlan CBE, Chris Tambini, Pam Parkes FCIPD, Jackie Belton, Myron Hrycyk, Lord John Hutton, John Biggs.