

BEST VALUE COMMISSIONERS

Equal Pay Sub Board

Wednesday 8th May 2024 – 14:00hrs to 15:30hrs

Via Microsoft Teams

Board Members

Pam Parkes, **(PP)** Commissioner & Chair
John Biggs, **(JB)** Political Adviser
Richard Fitzjohn, **(RF)** Equal Pay Programme Lead
Pauline Shakespeare, **(PS)** Job Evaluation Lead
Bill Robertson, **(BR)** Equal Pay, Pay & Grading Lead
Elizabeth Thomas, **(ET)** DLUHC Chief of Staff
Graeme Betts, **(GB)** Acting Chief Executive
Rob Harris, **(RH)** Head of Service, Finance
Chris Tambini, **(CT)** Commissioner
Andy Vaughan, **(AV)** Director, Street Scene
Katy Fox, **(KF)** Director of Peoples Services
Fiona Greenway, **(FG)** Director of Finance and S151 Officer.
Rishi Shori, **(RS)** Acting Deputy Chief Executive & Director of intervention Response
Marie Rosenthal, **(MR)** Interim City Solicitor & Monitoring Officer
Samantha Sill, **(SS)** PA, Commissioners Support Team

Apologies

Tom Smith, DLUHC Chief of Staff
Will Moody, PA, Commissioners Support Team
Craig Cooper, Strategic Director, City Operations
John Hutton, Political Adviser

1 Welcome & Introductions

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

2 Previous Minutes

The meeting was satisfied that the minutes of the last meeting was a true record and reflection of what was discussed.

3 Action Tracker

All actions completed since the last meeting.

4 Equal Pay Update

KF presented an update on the Equal Pay programme and the progress made to date.

The Commissioners:

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

Following the Equal Pay Governance Board on the 29th April, there were discussions around the trade unions addendum, an outcome is diarised for the 16th May 2024. Leaders have been asked to look at all fundamental issues especially contracts of employment.

Commissioners are aware and have been made clear of all pending settlements going forward.

The team are currently 8 weeks behind schedule to date. The deadline for the EP programme being complete remains on 21st April 2025.

Challenges being faced:

1. BCC had two roles, grades 3 - 5 that they were evaluating – that very quickly turned into seventeen roles across all directorates for the Business Support Officer role.
2. Going out to all individual directorates, looking at individual roles and benchmarking these roles, is going to affect the progress.
3. Pam P asked, what the team doing outside non benchmark roles? – BCC is currently looking at individual data with further interrogation needed.

ACTION: PP and PS – PP would like an update on the Quantum the department are dealing with by the end of September 2024; this is to be broken down into Job Design/ Job Families/ Career Grades/ Needs of Services and Unique Role Profiles

RF is currently looking at which roles can be benchmarked and is looking at reducing the workload by 20%.

PP would like to see BCC put in control measures regarding equal pay and would like to see a change in the way of operating, service by service.

CT asked if there could be more done by generating new roles? KF advised that currently BCC do not have a target operating model.

PP advised there is a requirement to lock down job families, currently there are no comparatives.

GB would like to see the above bought to CLT and be more robust in bringing the process in more quickly.

Pay and Grading

RF advised that there are currently four tenders which have now been received from four organisations. The closing date for these was the 7th May 2024. BCC now needs to work with procurement to get the successful contract out. The contract from Mercer is the one that will likely be used to fulfil the council's needs and requirements. PP advised that timing is going to be the issue here as urgency is required in getting started with this project.

Finance Workstream

BCC needs a proper framework and to agree on what needs to come to this meeting, and decisions need to be made on finances. All of this is currently missing.

5 Leigh Day and Company Equal Pay Claim – Interim Hearing

MR gave an update to this meeting on the above matter which was legally privileged. PP advised the council is in a stronger position now than when we started last October, with a better understanding of all the facts.

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ACTION: KF – Would like Peter Sebastian to attend the Equal Pay meeting and have that role in finance. A talk about this offline reference workstream and finances is to be had.

6 Actions:

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KF – Would like Peter Sebastian to attend the Equal Pay meeting and have that role in finance. A talk about this offline reference workstream and finances is to be had.

AV – to arrange a meeting with Unite as per the AOB

7 AOB:

WRCO KF Information will not be shared with UNITE before the next meeting. KF asked the meeting who is going to arrange this, and AV agreed to do this.

ACTION: AV – to arrange a meeting with Unite as per the above AOB

8 Date of the next meeting:

20th June 2024

The Commissioners:

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