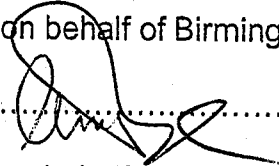


Birmingham City Council Offer

The two weeks of intensive discussions between the joint trades unions and Birmingham City Council have reached a conclusion resulting in an improved offer which will be relayed to the joint trades unions membership at meetings scheduled for 13 March at the Holte Suite, Aston Villa Football Ground and 13 and 14 March at Cocks Moor Woods Leisure Centre.

Signed on behalf of Birmingham City Council



Signed on behalf of the Joint Trades Unions

A. W. High (UNISON) ~~John~~ CHAIK (JCU)

The details of the offer are complex and are outlined below.

1) Pay and Grading Structure

- (i) The pay structure to be amended and based on 7 Pay Bands, subdivided by a number of tiers, as set out in Appendix 1.
- (ii) Pay Band 1, to commence on SCP5, with progression being wholly time served. Scp 4 to be removed completely thus making minimum wage in Birmingham City Council £6.18.
- (iii) Pay Band 2, to have 4 time served progression points, with the remainder of progression being subject to contribution assessment.
- (iv) Pay Bands 3 to 6, to have 2 time served progression points, with the remainder of progression being subject to contribution assessment.
- (v) Pay Band 7, to have progression wholly on the basis of contribution assessment.
- (vi) Transition arrangements: the Cabinet decision of 10th September 2007 provided for three time served increments for employees assimilated at the bottom of bands 1 and 2 and two time served increments for those assimilated other than at the bottom of Bands 1 and 2. The decision also provided for 2 time served increments in all other Bands subject to grade maxima not being exceeded. Nothing in this offer will remove these entitlements.

2) Assimilation

- (i) For those 'green circles' entitled to back pay, assimilation will be, at 1st April 2007 to the bottom spinal column point of the pay band. Back pay will be calculated from this date.
- (ii) For Pay Bands 1, 2 and 3, a stepped incrementation process to be implemented from 1st April 2008 at Scp 6, Scp 13 and Scp 22 respectively. This will be on the basis of two accelerated increments for those jobs on pay band 1 and 2 within 20

job evaluation points of the upper gradeline, and for pay band 3, within 26 job evaluation points at the upper gradeline.

(iii) In addition, the first time served increment will be paid on 1st April 2008, subject to the maximum of the grade not being exceeded, therefore giving 3 increments in total to those groups identified in 2) (ii)

(iv) For the avoidance of doubt, the stepped arrangements are for assimilation purposes only.

3) Progression

(i) Ongoing progression will be based on Appendix 2 and effective from 1 April 2010.

(ii) Talks will continue between Birmingham City Council, the Joint Trades Unions and other key stakeholders in order to finalise the progression process, to be completed no later than 30th September 2008.

4) Protection

(i) Protection of basic salary on a standstill basis will be extended up to 31st March 2011.

(ii) Measures will be taken to mitigate 'red circles' as set out in Appendix 3.

(iii) A target will be included in the Council Plan as a Key Performance Indicators to reduce the number of 'red circles' to 3½% by the conclusion of the protection period.

(iv) If not withstanding the above, there are members of staff who will lose in excess of 10/15% of basic pay at the end of the protection period, the Council has an ongoing commitment to resolving any remaining hardship on a case by case basis.

5) Contract of Employment

(i) Amendments to the contract of employment will be as shown in Appendix 4.

(ii) In return for all staff moving from weekly to monthly pay, an advance of four weeks pay will be made. The repayment will not be subject to interest or to consideration of inflation. This advance of pay will be repaid on leaving the Council's service as follows:-

Up to 5 years	100%
5-6 years	50%
6-7 years	40%
7-8 years	30%
8-9 years	20%
9-10 years	10%
Over 10 years	No repayment

6) **Bonus Earners**

- (i) Stepped hardship payment arrangements for bonus earners will be extended to March 2011.
- (ii) Any outstanding issues in this regard to be resolved by 30th April 2008.

7) **Schools**

- (i) Without prejudice to differing perspectives between the City Council and the joint trades unions on the Single Source issue, there will be joint meaningful consultation and negotiation, as appropriate, in order to produce comprehensive advice and guidance for the use of school governing bodies in the implementation of the Single Status and Grading Review. It is intended that this will enable implementation by 31st December 2008. In the interim, clear communication will be sent to schools to await such advice prior to implementation.

8) **Other Outstanding Issues**

Unresolved issues, including job redesign and bonus, will be addressed jointly through further talks commencing at the earliest opportunity.

9) **Application to staff who have already accepted a revised contract**

These provisions will be applied to all appropriate employees. The benefits of this offer will be applied to all staff including those who have already accepted the new contract of employment.

10) **General**

Where any particular contract clause is unaffected by this, the status quo will pertain and the contract clause in the new contract of employment will remain unaffected.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is essential for ensuring transparency and accountability in the organization's operations.

2. The second part of the document outlines the various methods and tools used to collect and analyze data. It highlights the need for consistent data collection practices and the use of advanced analytical techniques to derive meaningful insights from the data.

3. The third part of the document focuses on the role of technology in data management and analysis. It discusses how modern software solutions can streamline data collection, storage, and processing, thereby improving efficiency and reducing the risk of errors.

4. The fourth part of the document addresses the challenges associated with data security and privacy. It stresses the importance of implementing robust security measures to protect sensitive information and ensure compliance with relevant regulations.

5. The fifth part of the document concludes by summarizing the key findings and recommendations. It reiterates the importance of a data-driven approach and encourages the organization to continue investing in data management and analysis capabilities to drive growth and innovation.