IMPORTANT INFORMATION FOR JOB APPLICANTS

We need to advise you the council has been engaging with staff on proposals to change its terms and conditions of employment since a council-wide Section 188 Notice was issued in December 2015. As a result of successful consultation with the Trade Unions a Collective Agreement has been reached and the changes were agreed at Full Council on 1 November 2016.

A collective agreement means all employees terms and conditions of employment will change with effect from 1 July 2017, regardless of whether they are a Trade Union member.

The changes to employee terms and conditions with effect from 1 July 2017 are as follows:

• Performance related increments for 2016/2017
Those employees who have achieved the required performance criteria as part of ‘My Appraisal’ and meet the pay progression criteria will be eligible for a one-off lump sum payment in lieu of an increment for that year. The payment will be equivalent value of the increment and will be paid in August 2017 and will be pro-rata for part time employees.

In respect of the above ‘My Appraisal’ review years there will be no entitlement to receive an incremental salary increase based on a performance review. There will be a joint management and trade union annual review which will take into account the financial position of the Council.

• Subsistence Payments
Employees are only eligible to claim subsistence allowance when they are away from home for business after 24 hours.

• Remove the three-year renewal requirement for Disclosure and Barring Service (DBS) checks
If you are appointed to a role that requires a DBS check this will be undertaken as part of your pre-employment checks. The three-year renewal process that is current practice will be removed and – as per the Contract of Employment and Code of Conduct – employees would have a responsibility to advise their manager if arrested, cautioned or convicted for any offence.

• Removal of retirement gifts
Employees and JNC Officers will no longer be able to claim reimbursement for retirement gifts. Employees and JNC Officers will be eligible for recognition under the Council’s testimonial policy and will additionally receive a certificate of acknowledgment of long service.

• Flexi-Time
A revised single flexi scheme will be introduced as a first step towards promoting more agile working.
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• JNC Officers
In addition to the above changes there were also a separate set of proposals that would only affect Chief Officers that are covered by Joint Negotiating Committee (JNC) for Chief Officer’s terms and conditions. The council has agreed the pay and grading for JNC Officers would be subject to a more detailed consultation in order to achieve the required saving.

Rewards and benefits
If you are successful you will be joining Birmingham City Council at a challenging, but exciting time. We already have a range of employee rewards and benefits – including a defined benefits pension scheme not subject to investments, opportunities for flexible working, services to support your wellbeing, discounts and offers on everyday shopping, travel to work savings and childcare vouchers.

We are currently revising our reward and benefits package to offer:
• A better work-life balance through greater opportunities for agile working – this is not just about where you carry out your work like at various council buildings or at home, but also means being more flexible about when you carry out your work to suit your work-life balance
• The chance to develop a ‘portfolio’ of skills and experiences through schemes such as internal mentoring, secondments and executive coaching.
• New and enhanced cost-effective salary-sacrifice schemes – which could include car leasing, mobile phones, IT equipment and annual leave purchase.
• We will also be constantly searching for additional voluntary benefits that are useful to you and engaging regularly to see what you want as part of the reward offer.

Find out more on the Future Council Workforce Contract
• On the council’s website at www.birmingham.gov.uk/workforce-contract

Thank you for showing an interest in working for Birmingham City Council and we wish you every success in your application.