

BHCC Equal Pay Claim – FAQs



What is the equal pay claim?

In 2024, GMB identified an equal pay claim, here are the main parts:

- Refuse workers (mostly male) had a “task and finish” deal – leaving early but paid for a full shift – while staff like carers and school support staff (mostly female) worked full hours.
- Refuse were also receiving contractual overtime whilst finishing within shift hours and getting paid non-contractual overtime.
- These practices ended in April 2024, but RSG bank holiday payments and market supplement payments continue (worth £2608 and £1850 respectively every year) meaning unequal pay structures remain.

Is there a deadline to claim?

Because “task and finish” and overtime practices ended in April 2024 and have a six month time limit, we pushed members to submit claims by October 2024 for maximum benefit. Late submissions are still welcome but likely to be worth less than earlier claims.

Who can make a claim?

Anyone in a predominantly female role.

Who is unlikely to win their claim?

- Anyone in a predominately male role
- People working in Voluntary Aided Schools
- Those ‘TUPE’d’ to an employer other than BHCC
- Those in outsourced services
- Anyone subject to a time bar (e.g. someone didn’t submit a claim within 6 months of leaving BHCC)

What happens if I leave my role?

- If you retire, your claim is still live. If we win, you’ll be compensated from 6 years before the date of submission to the date you leave the council.
- If you change roles within BHCC, your claim is still live. If you are still in a female dominated role your claim is likely to keep building.
- If you leave for a job outside the council, you still have a claim, it just stops accumulating more money the day you leave BHCC

- If your role is 'TUPE'd', you have six months less a day to submit your claim. If your claim is already in you are covered historically, it just won't grow further in value once your employer isn't BHCC.

Why are we being compared to bin workers?

- Although our jobs are very different, they have been assessed as equal value either under the council's Job Evaluation Scheme or we believe the tribunal may consider that they are. The scheme scores factors like the skill, effort or knowledge required for a role, then adds the scores up.
- **Overall, our jobs score similarly to bin workers, so we should be paid the same.**
- Because bin workers were allowed to finish early (called 'Task and Finish') they did less hours for the same pay, meaning their hourly rate was much higher than ours. This is why they're used as our 'comparator' – it's a predominantly male role where the pay/T&Cs were more favourable than ours even on the same grade.

10 reasons to fight for equal pay now

1. You have **a good chance of winning**
2. Equal pay is your right. **It's the law**, not a special ask.
3. The longer it goes on, the worse it gets – **claims are getting bigger** and harder for the council to manage.
4. Payouts benefit staff, their families and the local economy – **a settlement is an investment in the people of Brighton & Hove**
5. There are 20+ similar claims across the country, with Sheffield school support staff recently receiving **thousands of pounds**
6. Men have claims too. Why? As **'women's work' is undervalued**, men in female dominated roles are also unfairly paid
7. **The council have known for years**, yet still have ignored this issue whilst wasting money elsewhere
8. If BHCC can find £51m for a tourist lift, they can find it for low paid women workers. **£51m i360 debt = all claims settled with change**
9. BHCC is trying to blame GMB for the discrimination they caused because we used industrial strength in City Clean forcing better Terms & Conditions. Ultimately the employer sets pay, and the council are making a choice whether to fix this or not. What GMB have proven is **collective strength gets you a better deal at work**
10. **GMB is on your side.** If all 1600 claimants stick together with union support, the council cannot ignore you