

## Statement for inclusion in Settlement Agreement for Claimants

### Equal Pay and Your Pension

As Birmingham City Council (council) works to resolve equal pay claims, it will be making settlement payments representing back pay. For members of the West Midlands Pension Fund (Fund), this back pay counts as pensionable pay. This could change your pension record, either the amount you receive now or what is considered pensionable going forward. For claimants involved in the settlement, the Fund will update pension benefits once the council provides the necessary details related to these settlements.

You do not need to contact the Fund at this stage. Any adjustments, including backdated payments where applicable, will be made automatically once calculations are complete. Given the number of claims involved, it may take up to twelve months before all updates are shown in members' records or payments. Please note there are some exclusions and special cases that may apply.

Leigh Day will continue to manage your equal pay claim directly. The Fund's role is to apply any verified adjustments to your pension record once details are received from the council. Members already in receipt of a pension will be notified once any change is made, while others will see the update reflected in future benefit statements.

Further information, including details on exclusions, special cases that may apply and frequently asked questions, is available at [wmpfonline.com/bccequalpay](http://wmpfonline.com/bccequalpay)

## West Midlands Pension Fund Website FAQ content (draft)

### Birmingham City Council – Claimant Members

#### Equal Pay and Your Pension – Frequently Asked Questions

##### 1. What is happening?

Birmingham City Council has been working to resolve current equal pay claims. Some employees who have brought such a claim are now receiving settlements as part of that process.

##### 2. Will this affect my pension?

West Midlands Pension Fund (Fund) will receive information regarding your settlement from Birmingham City Council. Your pension benefits will then be recalculated to reflect any changes resulting from your settlement.

### **3. Are there any exclusions?**

Yes. There are three cases where the settlement will not affect your pension:

If you previously received a refund of contributions and are no longer an active member of the Fund, your settlement will not be included in this process.

If you have made Additional Voluntary Contributions (AVCs), the equal pay settlement will not impact your AVC benefits.

If you agreed a Trivial Commutation, the equal pay settlement will not impact your benefits.

### **3. Do I need to contact the Fund?**

No. You do not need to contact the Fund.

The Fund will make any necessary adjustments automatically and inform members in due course, once it receives confirmed settlement details from Birmingham City Council.

### **4. Who should I contact if I have questions about my equal pay claim?**

As you are represented by a legal firm (Leigh Day), please contact them directly.

### **5. I'm retiring soon – what should I do?**

If you are due to retire, continue with your retirement process as planned.

The Fund will work with Birmingham City Council to include any confirmed pension adjustments once the settlement information is provided. If you retire before this information is available, the Fund will update your pension at a later date.

### **6. When will my pension be updated?**

Updates can only be made once Birmingham City Council confirms your settlement information. The timing will depend on when settlements are finalised and data is shared with the Fund, but this could take up to 12 months.

### **7. Where can I find the latest updates?**

This page will be updated as more information becomes available. You can also check Birmingham City Council's website or speak with your union representative or legal adviser.