



GMB Midlands

Will Thorne House
2 Birmingham Road
Halesowen
B63 3HP

Tony McArdle
Lead Commissioner
Birmingham City Council

June 2026

Urgent Resolution of Equal Pay Settlement Delays

Dear Commissioner,

We write to express our serious concern regarding the continuing delays in resolving the outstanding equal pay settlements at Birmingham City Council.

As we made clear before the election, our union has tried to engage positively with the process to deliver on the Council's commitment to settle historic equal pay claims.

Four years on however, hundreds of our members claims remain unresolved.

Equal pay is not optional. It is a legal and moral obligation. We therefore call upon Birmingham City Council and its commissioners to commit to setting out a plan to resolve all outstanding settlement delays within one month from the date of this letter. This must include:

- A clear and transparent timetable for settlements
- Direct communication with affected workers and GMB
- Immediate progress on unresolved claims

Workers have shown patience throughout this process, despite repeated delays and uncertainty. That patience is now running out.



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To be clear: should meaningful progress not be achieved within the next month, GMB members will have little option but to consider moving forward with a strike ballot.

This situation demands leadership, urgency, and accountability. Birmingham's workers deserve fairness and respect, not further delay.

We urge you to act now and bring this matter to a just conclusion.

Sincerely,

GMB's Outstanding Equal Pay Claimants

