

**LONDON BOROUGH OF BRENT**  
**GENERAL PURPOSES COMMITTEE – 3<sup>rd</sup> MAY 2005**

**REPORT FROM THE DIRECTOR OF HUMAN RESOURCES & DIVERSITY**

**Special Variation of Membership of Senior Staff Appointments Sub-Committee**

**1 Summary**

This report considers changes to the membership of the Senior Staff Appointments Sub-Committee.

**2 Recommendations**

The General Purposes Committee is recommended::

- 2.1 To make the following changes to the membership of the Senior Staff Appointments Sub-Committee in accordance with the request received from the majority party:
- (i). To appoint Councillor Lyon to be the first alternate to Councillor D Long
  - (ii). To appoint Councillor Beswick to be the first alternate to Councillor John
- 2.2 To make such other changes to the membership of the Sub-Committee as may be notified to the Democratic Services Manager.

**3 Detail**

- 3.1 On 12 April 2005 the Executive approved proposals to modernise Council structures. As part of the process two new departments, Children and Families and Adult and Social Care will be established with effect from 4<sup>th</sup> July 2005, at which time the Education, Arts and Libraries Department and the Social Services Department will be dissolved.
- 3.2 There is a requirement to make two new statutory appointments of Director of Children and Families and Director of Adult and Social Care. The appointments will be made by the Senior Staff Appointments Sub-Committee. The existing Directors of Education, Arts and Libraries and Social Services have been ring-fenced for interview by the Sub-Committee for these posts in accordance with Council procedures. The target date for completion of interviews for both new posts was identified in the report to the Executive as 27 May 2005 to enable the new Departments to come into effect on 4 July 2005.

3.3 Currently there is a Senior Appointments Sub-committee structure which generally meets the Council's needs. However, for these posts it is considered that the Sub-Committee which deals with these appointments should include the current Lead Members for Education and Social Services and the Leader of the Council because of their particular knowledge and understanding of current issues and new requirements for these posts. The majority group have indicated that they would like to make changes to the appointment to the seats on the Sub-Committee which are allocated to their group to achieve this.

#### **4 Financial Implications**

There are no financial implications arising from this recommendation.

#### **5 Staffing Implications**

There are no staffing implications arising from this recommendation.

#### **6 Legal Implications**

Seats on the Senior Staff Appointments Sub-Committee have been allocated to the political groups at Brent in accordance with the political balance rules set out in the 1989 Local Government and Housing Act. Three seats have been allocated to the Labour group and one to each of the other groups. This Committee is required to make appointments to the Sub-Committee and under the political balance rules must make the appointments in accordance with the wishes of the group to which the seats have been allocated.

#### **7 Diversity Implications**

There are no diversity implications arising from this recommendation.

#### **8 Background information**

This report is based on the following documents:

1. Children Act 2004
2. 'Independence, Well-being and Choice – Our Vision for the Future of Social Care for Adults in England': Green Paper
3. 'Best Practice Guidance on the Role of the Director of Adult Social Services'

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