

MINUTES OF THE GENERAL PURPOSES COMMITTEE
Wednesday 10th August 2005 at 7.00 pm

PRESENT: Councillor John (Chair), Councillor Coughlin (Vice-Chair) and Councillors Chavda, Kagan, D Long and R S Patel.

Apologies for absence were submitted on behalf of Councillors R Colwill, Lorber and Lyon.

1. Declarations of Personal and Prejudicial Interests

None.

2. Minutes of the Previous Meeting – 12th July 2005

RESOLVED:-

that the minutes of the meeting held on 12th July 2005 be approved as a true and accurate record.

3. Matters Arising

None.

4. Deputations

None.

5. Senior Staff – Review of Hay Grades

This report concerned a review of Senior Staff pay. Val Jones (Director, Human Resources and Diversity) advised members that the Employers Organisation had been asked to carry out an independent piece of work for the London Borough of Brent, which was carried out by their consultant. Existing job information and job evaluation scores were re-examined and comparative data was produced in relation to salary data within local government and the outside sector.

Some Members referred to points 1.6 and 1.7 (p7-8) and enquired whether staff pay grades below PO9 would be affected. Ms Jones advised that whilst the Hay Grade system was dealt with internally, staff pay grades below PO9 were in accordance with a national structure and as such would not be affected by this review.

In response to questions concerning the introduction of new statutory roles (3.4, p9), Ms Jones clarified that the new posts included the Director of Children and Families and the Director of Adult Social Care.

Concern was expressed regarding the financial implications of the report, namely the costs involved. It was also noted that this was a matter for consideration by the Executive as specified in Recommendation 2.1 (p8) and officers agreed to present further information to the Executive in order to facilitate the decision-making process.

RESOLVED:-

- (i) that, subject to the Executive agreeing the necessary virement to fund the proposals set out in this report, members agree the following;
- (ii) that the new 5 point broadband salary scale for Hay graded posts be adopted, as set out in the Appendix to the report;
- (iii) that staff currently paid on PO9 be assimilated onto the new salary scale and no longer receive a London Weighting allowance;
- (iv) that there be assimilation on the basis detailed in paragraphs 3.9.2 and 3.9.5;
- (v) that in the one instance where the proposed assimilation methodology results in a revised salary that is lower than the present salary, the post-holder continue to be paid the current total salary with no increase, until the salary for the grade assimilated catches up via the annual cost of living allowance;
- (vi) that there be an increase in the annual leave provision for Hay graded staff from 30 days to 32 days;
- (vii) that all of the above proposals be implemented with effect from 1st July 2005 in line with the restructure of the Council.

6. **The Code of Conduct for Brent Employees**

Members received a report from Val Jones (Director, Human Resources and Diversity) which set out the reasons for developing the 'Code of Conduct for Brent Employees', explained its key components and benefits, and sought approval from the Committee to adopt the code of conduct.

RESOLVED:-

- (i) that the Code of Conduct for Brent Employees be adopted;
- (ii) that the Director of Human Resources and Diversity, in consultation with the Borough Solicitor and the Director of

Finances and Corporate Resources, be given delegated authority to make appropriate changes to the code arising from consultation with the trades union and further consultation with others, and to conduct a review of the code after six months.

7. Minutes of Sub-Committees

RESOLVED:-

that the following sets of minutes be received and noted:-

- (i) Teachers' Joint Consultative Committee – 1st March 2005
- (ii) Staff Appeals Sub-Committee A – 30th March 2005
- (iii) Staff Appeals Sub-Committee A – 25th May 2005

8. Appointments to Outside Bodies

None.

9. Any Other Urgent Business

None.

The meeting ended at 7.25 pm

A JOHN
Chair

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