



General Purposes Committee*

Monday 21 May 2018 at 5.00 pm

Board Rooms 3, 4 & 5 - Brent Civic Centre, Engineers Way, Wembley, HA9 0FJ

Membership:

Members

Councillors:

Butt (Chair)
McLennan (Vice-Chair)
Hirani
Tatler
Farah
Agha
Krupa Sheth
Colwill

Substitute Members

Councillors:

Southwood, M Patel, Kabir, Aden, Knight, Nerva, S Choudhary

Councillors:

Maurice, Kansagra

* Please note that this agenda has been re-published on Tuesday 15 May 2018 to reflect the appointments made at the Annual Council Meeting on 14 May 2018. It also includes a list of proposed appointments to Sub-Committees (Agenda Item 8)

For further information contact: Nikolay Manov, Governance Officer
Tel: 020 8937 1348, Email: nikolay.manov@brent.gov.uk

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www.brent.gov.uk/committees

The press and public are welcome to attend this meeting.

Notes for Members - Declarations of Interest:

If a Member is aware they have a Disclosable Pecuniary Interest* in an item of business, they must declare its existence and nature at the start of the meeting or when it becomes apparent and must leave the room without participating in discussion of the item.

If a Member is aware they have a Personal Interest** in an item of business, they must declare its existence and nature at the start of the meeting or when it becomes apparent.

If the Personal Interest is also significant enough to affect your judgement of a public interest and either it affects a financial position or relates to a regulatory matter then after disclosing the interest to the meeting the Member must leave the room without participating in discussion of the item, except that they may first make representations, answer questions or give evidence relating to the matter, provided that the public are allowed to attend the meeting for those purposes.

***Disclosable Pecuniary Interests:**

- (a) **Employment, etc.** - Any employment, office, trade, profession or vocation carried on for profit gain.
- (b) **Sponsorship** - Any payment or other financial benefit in respect of expenses in carrying out duties as a member, or of election; including from a trade union.
- (c) **Contracts** - Any current contract for goods, services or works, between the Councillors or their partner (or a body in which one has a beneficial interest) and the council.
- (d) **Land** - Any beneficial interest in land which is within the council's area.
- (e) **Licences** - Any licence to occupy land in the council's area for a month or longer.
- (f) **Corporate tenancies** - Any tenancy between the council and a body in which the Councillor or their partner have a beneficial interest.
- (g) **Securities** - Any beneficial interest in securities of a body which has a place of business or land in the council's area, if the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body or of any one class of its issued share capital.

****Personal Interests:**

The business relates to or affects:

- (a) Anybody of which you are a member or in a position of general control or management, and:
 - To which you are appointed by the council;
 - which exercises functions of a public nature;
 - which is directed is to charitable purposes;
 - whose principal purposes include the influence of public opinion or policy (including a political party or trade union).
- (b) The interests of a person from whom you have received gifts or hospitality of at least £50 as a member in the municipal year;

or

A decision in relation to that business might reasonably be regarded as affecting the well-being or financial position of:

- You yourself;
- a member of your family or your friend or any person with whom you have a close association or any person or body who is the subject of a registrable personal interest.

Agenda

Introductions, if appropriate.

Item	Page
1 Apologies for absence and clarification of alternate members Notice of items to be raised under this heading must be given in writing to the Head of Executive and Member Services or his representative before the meeting in accordance with Standing Order 60.	
2 Declarations of interests Members are invited to declare at this stage of the meeting, the nature and existence of any relevant disclosable pecuniary or personal interests in the items on this agenda and to specify the item(s) to which they relate.	
3 Deputations (if any) To hear any deputations received from members of the public in accordance with Standing Order 67.	
4 Minutes of the previous meeting To approve the minutes of the previous meeting as a correct record.	1 - 4
5 Matters arising (if any) To consider any matters arising from the minutes of the previous meeting.	
6 Market Supplements policy The paper proposes the introduction of a new Market Supplements policy to help address the difficulties being experienced in recruiting to some specific technical and professional roles.	5 - 12
7 Review of Representation of Political Groups and Appointments At its meeting on 14 May 2018 Full Council is due to review and determine the representation of political groups on its main committees and subsequently make appointments in accordance with the wishes of the political groups concerned. As soon as practicable after such a review, the Committee is required to review and determine the representation of political groups on its Sub-committees and then make appointments giving effect to the wishes of the political groups allocated seats.	13 - 16

8 Appointments to Sub-Committees / Outside Bodies

17 - 18

To agree the proposed membership of the Sub-Committees listed.

9 Any other urgent business

Notice of items to be raised under this heading must be given in writing to the Head of Executive and Member Services or his representative before the meeting in accordance with Standing Order 60.

Date of the next meeting: Tuesday 17 July 2018



Please remember to ***SWITCH OFF*** your mobile phone during the meeting.

- The meeting room is accessible by lift and seats will be provided for members of the public.



LONDON BOROUGH OF BRENT

MINUTES OF THE GENERAL PURPOSES COMMITTEE

Monday 26 March 2018 at 6.00 pm

PRESENT: Councillors Butt (Chair), Farah, Hirani, Kabir, M Patel, and Tatler

1. **Apologies for absence and clarification of alternate members**

Apologies for absence were received on behalf of Councillors McLennan (Vice-Chair) and Southwood (with Councillor Kabir substituting).

2. **Declarations of interests**

There were no declarations of interest received from Members.

3. **Deputations (if any)**

There were no deputations received.

4. **Minutes of the previous meeting**

RESOLVED that the minutes of the previous meeting, held on 29 January 2018, be approved as an accurate record of the meeting.

5. **Matters arising (if any)**

There were no matters arising.

6. **Employee Performance Management Policy and Procedure**

Debra Norman (the Council's Director of Legal and Human Resources) introduced the report which outlined the new Employee Performance Management Policy and Procedure. Members heard that it replaced the previous Capability Policy and Procedure and it provided clearer, streamlined procedures to enable performance management to be seen as part of day-to-day management. In addition, the new policy allowed for additional support and guidance to be provided for employees who experienced difficulties in fulfilling the duties of their roles and more options were available to managers in cases where employees had reached Stage 2 of the formal review process. For instance, consideration would be given to whether there was the potential for to consider whether demotion or redeployment could be appropriate. Ms Norman said that Employee Performance Management Policy had been through extensive consultation with comments sought from various stakeholders, among which were senior Council officers, Trade Unions and HR Advisers to ensure that all stakeholders had an opportunity to comment on those aspects of the Policy which they had felt had not been not working effectively and the new policy.

Members noted that the new Policy was supportive of employees and their needs and asked how often Stage 2 was reached. In response, Ms Norman said that there had been a small number of cases in which it had been reached. She commented that one of the reasons for this could be the fact that managers found it difficult to address poor performance so training on how to conduct difficult conversations and coach employees would be provided. Carolyn Downs (the Council's Chief Executive) added that in many cases employees would have left the organisation prior to reaching Stage 2 of the formal review process.

RESOLVED that:

- (i) The contents Employee Performance Management Policy and Procedure cover report, be noted; and
- (ii) The Employee Performance Management Policy and Procedure be approved.

7. Stopping-Up Orders: Church End Car Park Site

Adewole Ademolake (the Council's Project Management (Property Unit)) presented the paper which sought authorisation to make two Stopping-Up Orders for extinguishment of public access rights over the Church End car park site located in Church End. Mr Ademolake said that the notices of proposal had been advertised on 11 January 2018 in the local press and London Gazette. Statutory consultees had notified of the proposed Orders by email and correspondence. Sites A and B had received 10 and 12 responses respectively. On Site A, there had been one objection from Cadent which had been retracted leaving no other objections (for details, please refer to sections 3.7 to 3.10 on pages 23 and 24 of the Supplementary Agenda pack).

Members questioned the amount of time it had taken to progress the redevelopment of the Church End and Mr Ademolake explained that the car park site was privately owned by the Council and Catalyst Housing Group ("CHG") and that both parties had previously worked on delivering the combined site together but due to delays the Council offered to purchase the site from CHG which is still ongoing and expected to complete in June 2018.

RESOLVED that:

- (i) The contents of the Stopping-Up Orders: Church End Car Park Site report, be noted;
- (ii) The Committee noted that all responses received during the statutory consultation had been considered and resolved; and
- (iii) The making of the Stopping –Up Orders be approved and Notices of Making be advertised in respect of both orders.

8. Appointments to Sub-Committees / Outside Bodies

There were no appointments made to Sub-Committees and Outside Bodies.


9. **Any other urgent business**

There were no other items of urgent business.

The meeting closed at 6.17 pm

COUNCILLOR MUHAMMED BUTT
Chair

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 Brent	<p align="center">General Purposes Committee 21 May 2018</p>
	<p align="center">Report from the Director of Legal and HR Services</p>
<p>Market Supplement Policy</p>	

Wards Affected:	All
Key or Non-Key Decision:	No
Open or Part/Fully Exempt: <small>(If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)</small>	Open
No. of Appendices:	One: <ul style="list-style-type: none"> London Borough of Brent Market Supplements Policy
Background Papers:	None
Contact Officer(s): <small>(Name, Title, Contact Details)</small>	Debra Norman Director of Legal and HR Services Tel: 020 8937 1578 Email: debra.norman@brent.gov.uk

1.0. Purpose of the Report

- 1.1. This report proposes the introduction of a new Market Supplements policy to help address the difficulties being experienced in recruiting to some specific technical and professional roles.

2.0. Recommendations

- 2.1 To approve the Market Supplement Policy in Appendix A.

3.0. Detail

- 3.1. As a result of the economic recession and consequent changes to the jobs market from 2010, market supplement payments have been mostly phased out in Brent Council. However, a Protocol for agreeing such payments in exceptional cases has been retained and market supplement payments are currently made to particular social work posts. The Protocol adopted in 2009 requires all new market supplement payments to be approved by the General

Purposes Committee. This appears to be because market supplement payments had not been well regulated before the Protocol was adopted.

- 3.2. The jobs market has become more buoyant in recent years and there are a number of post it has proved difficult to recruit to at the salary level indicated by the evaluated grade. This has resulted in the use of agency staff and interims to cover vacancies, often at significantly higher cost.
- 3.3. It is therefore proposed that a new Market Supplement Policy be adopted to allow market supplement payments to be approved by the Chief Executive, unless the proposed supplement exceeds specified parameters in which case it will be referred to the General Purposes Committee for approval. Given that equal pay issues may arise if supplements are paid in circumstances where they are not necessary in order to recruit to a post, the draft policy in Appendix A (like the Protocol) sets stringent requirements in respect of the evidence required to be included in a business case prepared by the relevant department.
- 3.4. Under the draft policy all market supplements must be the subject of HR and financial advice, and must be authorised by the relevant Strategic Director, before being submitted to the Chief Executive to approve or reject, or in specified cases to refer to the General Purposes Committee.
- 3.5. Market supplements for posts graded Hay 3 or above will be required to be taken to the General Purposes Committee. The Committee would also approve market supplements which increase a salary by more than a threshold amount or % or which, because of the number of posts to which they apply, would cost in excess of a threshold amount.
- 3.6. In order to ensure that the payment of each market supplement remains justified, no market supplement can be agreed for an initial period of more than two years and the business case for a market supplement will be subject to a review after 12 months, if the supplement is agreed for a longer period than one year. The time limited nature of a market supplement and the provision for review will be specified in the contract of employment of employees to whom it is paid.
- 3.7. Consultation in respect of the proposed policy has been undertaken with the Trades Unions and no changes have been requested to the draft policy in Appendix A.

4.0. Financial Implications

- 4.1. Any agreed market supplements would have to be funded from within the existing budget of the service. This will be offset by a reduction in higher cost agency cover currently being used to cover hard to recruit vacant posts.

5.0. Legal Implications

- 5.1 Where a supplement is paid on top of the evaluated grade of a post the potential for equal pay claims arises. The council will need to demonstrate that there is a “material factor” which is neither directly nor indirectly sex discriminatory to avoid or defend such claims. The state of the employment market, which may lead an employer to increase the pay of a particular job in

order to attract candidates, may constitute an objectively justified economic ground for a pay disparity. Having a robust market supplements policy in place, which is kept under review and which requires the market conditions and recruitment difficulties to be evidenced, will mitigate the risks of introducing supplement.

6.0. Diversity Implications

- 6.1. The public sector equality duty, as set out in section 149 of the Equality Act 2010, requires the Council, when exercising its functions, to have “due regard” to the need to eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act, to advance equality of opportunity and foster good relations between those who have a “protected characteristic” and those who do not share that protected characteristic. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- 6.2. Having due regard involves the need to enquire into whether and how a proposed decision disproportionately affects people with a protected characteristic and the need to consider taking steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it. This includes removing or minimising disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic.
- 6.3. The Market Supplements policy establishes a robust procedure for approval of market supplements to minimise the risk that equal pay requirements are not adhered to. The procedure itself is not considered likely to have an adverse impact on any particular group but as the procedure gives discretion to managers the use of the procedure by managers will be monitored to ensure it is being fairly applied and that equality impact is considered in each case.

Report sign off:

DEBRA NORMAN

Director of Legal and HR Services

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LONDON BOROUGH OF BRENT

Market Supplements Policy

1. Introduction

- 1.1. Brent Council is committed to providing high quality public services to its residents. To achieve this the Council must recruit and retain an effective workforce with the necessary skills and experience.
- 1.2. This policy sets out the exceptional circumstances in which temporary additions to salary will be paid by the Council to reflect labour market conditions (“market supplements”) and the approval, payment and review arrangements that will apply to these market supplements.
- 1.3 All council posts are subject to evaluation under applicable evaluation schemes to ensure equal pay for jobs of equal value.
- 1.4 Job evaluation does not take into account fluctuations in the labour market and varying market rates for different types of jobs. Some jobs at similar grades may be more difficult to recruit to than others because skills shortages in particular areas of work and/or the nature of local labour market.
- 1.5 Normally before application of this policy is considered all reasonable efforts to recruit or retain staff on salaries within the evaluated grade should be made and consideration should be given to non-pay options for dealing with recruitment and/or retention problems, for example, job re-design, non-pay benefits or flexible working.
- 1.6 As market conditions fluctuate, market supplements will only be applied for an initial period of up to two years to any particular post(s), subject to the review arrangements set out in this policy.
- 1.7 Where there are existing employees in the same post as that which is to be advertised with a market supplement, the policy also enables the salaries of these employees to be supplemented as a retention mechanism.
- 1.8 In exceptional circumstances, labour markets may change at a time when there are no vacancies. In these circumstances a market supplement could be used to retain employees as set out in this policy.
- 1.9 This policy has been drawn up having regard to the requirements of the Equality Act 2010 and the associated guidance provided the Equality & Human Rights Commission and will be kept under review to ensure these requirements and any amendments or additions to them are complied with.

2. Scope

- 2.1. This policy applies to all council employees other than those employed in schools.

3. Requirement for a business case

- 3.1 A business case to justify the payment of a market supplement in respect of a particular post (**not** a particular postholder) must be submitted by a Senior Manager (Head of Service or above) for approval in accordance with section 4. The business case shall address, and

provide evidence concerning, the following factors. The department concerned will be responsible for the data collection exercise.

- (a) The anticipated detrimental impact on the operation of the Council and its services of failing to recruit to, or retain, suitable employees in the post.
- (b) Alternatives available to the market supplement approach (e.g. use of agency staff).
- (c) The outcome of previous attempts to recruit to the post and/or difficulties in retaining employees in the post due to its remuneration, including exit interview information;
- (d) Evidence of steps taken to maximise the attractiveness of the role and the likelihood of recruiting to it;
- (e) Detailed information concern the local labour market relevant to the post concerned using specific comparator jobs or survey information where this is sufficiently detailed and relevant and from a reputable source.
- (f) This information to cover at least 3 comparator roles and include the job descriptions (including management span and budget responsibilities), person specifications and overall remuneration and benefits package (including annual leave entitlement and other benefits) of roles cited as comparators.
- (g) The calculation of the proposed supplement based on the median of the comparators used;
- (h) Confirmation that the cost of the market supplement if applied can be met from the service's existing budget.

4. Approval of the business case

- 4.1 A business case, including HR and Finance comments on the proposal, authorised by the relevant Strategic Director must be submitted by the HR Manager for the department to the Chief Executive who will make the final decision, unless section 4.2 applies.
- 4.2 The market supplement must be approved by the General Purposes Committee if:
 - (a) the market supplement affects a post graded Hay 3 or above; or
 - (b) the market supplement is more than 20% of the evaluated grade for the post or is more than 15% of the evaluated grade of the post and the number of post available exceeds 15.
- 4.3 A market supplement will only be approved where the evidenced median market rate for comparator posts is more than 5% higher than top of the evaluated grade of the post.
- 4.4 The reasons for rejection of a market supplement shall be recorded by the HR Manager.

5. Payment of the market supplement

- 5.1 The amount of the market supplement will be set at the level it is considered will alleviate the recruitment and/or retention difficulties being experienced.
- 5.2 The market supplement will be applicable from:
 - the date of appointment in the case of new appointments;
 - the same date for any existing employees in an identical post;
 - on the expiry of an existing market supplement where a market supplement is to continue after a review under section 6;
 - the day following the day of approval of the business case in all other cases.
- 5.3 Market supplements:
 - (a) are included in the calculation of benefits such as sick pay, holiday pay etc. and are pensionable;

- (b) will be paid on a pro-rata basis to part-time employees proportionate to their working hours;
- (c) will not be subject to any cost of living increase applied to points on the Council's salary scales.

5.4 Where an individual to whom a market supplement is to be applied is on a protected grade, the market supplement shall be reduced by the amount by which the protected salary exceeds to top scale point of the evaluated grade.

5.5 Employees notified of market supplements will at the same time be notified of the specific date on which the supplement will cease to be paid unless renewed under section 6. No further notice of that the payment will cease on the specified date will be given.

5.6 Market supplements shall be paid as part of monthly salary, unless in a particular case it is decided that the payment should be made at longer intervals contingent upon the employee still being in post.

6. Review of Approved Market Supplements

6.1 Approved market supplements shall be reviewed by the Strategic Director sufficiently in advance of their expiry to enable a new business case for a new market supplement to be submitted if appropriate.

6.2 The new business case shall be assessed on its own merits and there is no presumption that market supplements should be renewed.


6.3 In any event, the business case for any market supplement agreed for more than 1 year shall be reviewed by the Strategic Director after one year and shall be terminated on 3 months' notice if its continuation is no longer justified by market factors.

7. Policy Review

7.1 Information on all market supplements shall be collated and reviewed by Human Resources annually.

7.2 This policy shall be reviewed approximately one year after it comes into force and thereafter at regular intervals.

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 Brent	<p align="center">General Purposes Committee 21 May 2018</p>
	<p align="center">Report from the Director of Legal and HR Services</p>
<p>Review of Representation of Political Groups and Appointments</p>	

Wards Affected:	All
Key or Non-Key Decision:	Non-key
Open or Part/Fully Exempt: (If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)	Open
No. of Appendices:	None
Background Papers:	None
Contact Officer(s): (Name, Title, Contact Details)	James Kinsella Governance Manager Email: james.kinsella@brent.gov.uk Tel: 020 8937 2063

1.0 Summary

- 1.1 At its meeting on 14 May 2018 Full Council is due to review and determine the representation of political groups on its main committees and subsequently make appointments in accordance with the wishes of the political groups concerned. As soon as practicable after such a review, this Committee is required to review and determine the representation of political groups on its Sub-committees and then make appointments giving effect to the wishes of the political groups allocated seats.

2.0 Recommendations

That the Committee:

- 2.1 Agrees the size of each sub-committee to be appointed by the Committee;
- 2.2 Agrees the allocation of seats to political groups on each of the sub-committees in accordance with political balance rules; and

- 2.3 Appoints Chairs and Vice-Chairs, Members and Substitutes to each Sub-committees.

3.0 Detail

- 3.1 At its meeting on 14 May 2018 Full Council will review and determine the representation of political groups on its main committees and subsequently make appointments in accordance with the wishes of the political groups concerned.

- 3.2 As this Committee has three Sub-committees, it has a statutory duty to review and determine the representation of political groups on its Sub-committees as soon as practicable after Full Council's review. The Committee then has a duty to make appointments to the Sub-committees giving effect to the wishes of the political group allocated seats.

- 3.3 The allocation of seats is determined by applying the political balance principles prescribed by the Local Government and Housing Act 1989 and supplemented by the Local Government (Committees and Political Groups) Regulations 1990. These principles are set out below and are designed to ensure that the political composition of committees and sub-committees, as far as reasonably practicable, replicate the political composition of Full Council.

- 3.4 The political balance principles are:

- (i) That not all the seats on the sub-committee are allocated to the same political group.
- (ii) That the majority of the seats on the sub-committee are allocated to a particular political group if the number of persons belonging to that group is a majority of the Council's membership.
- (iii) Subject to paragraphs (i) and to (ii) above, that the number of the seats on the sub-committee which are allocated to each political group bears the same proportion to the number of all the seats on that sub-committee as is borne by the number of members of that group to the membership of the Council.

- 3.5 As a result of the local poll in the recent borough elections for Willesden Green ward being countermanded, Members are asked to note that the review detailed within this report has been based on a temporary Council membership of 60 as opposed to 63 councillors. Once the election in that ward has been held, a further review will need to be undertaken to confirm the final representation of political groups on the Council and allocation of seats on committees. This will include the need for a further review by the Committee in relation to its Sub-committees, which will be reported to the next meeting.

- 3.6 The composition of the Council is therefore currently as follows:

57 Labour Group councillors (95%) and 3 Conservative Group councillors (5%).

3.7 The application of the principles listed above results in the following allocation of seats:

3.7.1 There are a total of 17 ordinary seats on the Sub-committees General Purposes is required to appoint to and to which the political balance requirements will formally apply. As the 57 members of the Labour Group constitute 95% of the total membership of the Council, the proportion of seats the group is strictly entitled to is 16. However, as the political balance rules do not allow all the seats on a committee to be allocated to the same political group, at least 3 seats have to be allocated to the other political group. This will result in a final allocation of 14 seats to the Labour Group.

3.7.2 The Conservative Group are strictly entitled (based on the size of the group) to an allocation of 1 seat across all of the Sub-committees. However, as the Labour Group can only be allocated 14 and not 16 seats, the 2 remaining seats have to be allocated to the opposition group.

Committee	Sub Committee	Size of Sub-Cttee	Labour 57 (95%)	Conservative 3 (5%)
General Purposes	Pension Fund Sub-Committee	7	6	1
	Senior Staff Appointments Sub-Committee	5	4	1
	Senior Staff Appeals Sub-Committee	5	4	1
Total Seats		17		
Strict Entitlement (based on a proportion of total members)			16	1
Final Allocation (based on the political balance rules)			14 (-2)	3 (+2)

4.0 Financial Implications

4.1 There are none arising directly from this report.

5.0 Legal Implications

5.1 These are addressed in the body of the report.

6.0 Diversity Implications

6.1 None.

Report sign off:

DEBRA NORMAN

Director of Legal and HR Resources



PROPOSED APPOINTMENTS TO THE GENERAL PURPOSES SUB-COMMITTEES

FOR THE MUNICIPAL YEAR: MAY 2018 – MAY 2019

➤ GENERAL PURPOSES SUB-COMMITTEES

SENIOR STAFF APPOINTMENTS SUB-COMMITTEE

M BUTT (C)	LABOUR
MCLENNAN (VC)	LABOUR
COLWILL	CONSERVATIVE
HIRANI	LABOUR
KRUPA SHETH	LABOUR

SUBSTITUTE MEMBERS:

LABOUR: AGHA, FARAH, M PATEL, SOUTHWOOD

CONSERVATIVE: KANSAGRA, MAURICE

SENIOR STAFF APPEALS SUB-COMMITTEE

M BUTT (C)	LABOUR
MCLENNAN (VC)	LABOUR
HIRANI	LABOUR
KANSAGRA	CONSERVATIVE
KRUPA SHETH	LABOUR

SUBSTITUTE MEMBERS:

LABOUR: AGHA, FARAH, M PATEL, SOUTHWOOD

CONSERVATIVE: COLWILL, MAURICE

BRENT PENSION FUND SUB-COMMITTEE

CHOUDHARY (C)	LABOUR
ADEN (VC)	LABOUR
GBAJUMO	LABOUR
LO	LABOUR
MAURICE	CONSERVATIVE
PERRIN	LABOUR
SHAHZAD	LABOUR

CO-OPTED NON-VOTING:

FRANCESCA HAMMOND	(UNISON)
STEPHEN HOLLEY	(UNITED COLLEGES GROUP)

SUBSTITUTE MEMBERS:

LABOUR: CHOUDRY, KABIR, MCLEISH, NAHEERATHAN

BRENT PENSION BOARD

FULL MEMBERS:

DAVID EWART (C)
CRANE
PERRIN

INDEPENDENT CHAIR
LABOUR
LABOUR

TREVOR DAWSON
BOLA GEORGE
EUTON STEWART
SEBASTIAN STEER

PENSION SCHEME MEMBER
TRADE UNION (UNISON) MEMBER
TRADE UNION (GMB) MEMBER
EMPLOYER MEMBER (NON-BRENT COUNCIL)

SUBSTITUTE MEMBERS:

LABOUR: ADEN, CHOUDHARY

GENERAL NOTE

Please note the expiry date for the appointment of certain Independent Co-opted Members is automatically extended until the Annual Council Meeting in 2019, as per standing order 50.