



## **LONDON BOROUGH OF BRENT**

### **MINUTES OF THE GENERAL PURPOSES COMMITTEE Wednesday 16 December 2015 at 6.00 pm**

PRESENT: Councillor Butt (Chair), Councillor Moher (Vice-Chair) and Councillors Denselow, Hirani, Kansagra, McLennan, Pavey and Southwood

1. **Declarations of personal and prejudicial interests**

None declared.

2. **Minutes of the previous meeting**

RESOLVED:-

that the minutes of the previous meeting held on 17 May 2015 be approved as an accurate record of the meeting.

3. **Matters arising**

None.

4. **Deputations**

None.

5. **Appointments to Sub-Committees / Outside Bodies (if any)**

RESOLVED:

that Councillor Kansagra be appointed to the Senior Staff Appointments Sub-Committee.

6. **Disciplinary and Dismissal Procedures for the Chief Executive, Monitoring Officer and Section 151/Chief Finance Officer**

The committee considered the report before it which reviewed the Disciplinary and Dismissal Procedures for the roles of the Chief Executive, Monitoring Officer and Section 151/Chief Finance Officer following a recent change in legislation, provided an update on new proposals to appoint additional 'independent persons'.

RESOLVED:

- (i) that the proposed Disciplinary and Dismissal Procedures attached as Appendix 1 to the report be approved;
- (ii) that the recruitment process for the appointment of additional independent persons set out in paragraph 3.10 of the report be approved, noting that the final appointments will be made by Full Council.

## **7. Senior management structure**

The committee considered the report on the Chief Executive's proposals to further refine the Council's Senior Management Structure so that there were greater synergies within departmental functions and a further alignment of responsibilities in order to improve productivity and efficiency.

The Chair referred to the fact that the report had not been made publically available 5 clear days before the date of the meeting and stated that he had agreed that it be taken as a matter of urgency because of the need to ensure the efficient management of the Council following the departure of a strategic director at the end of the year and to reduce any period of uncertainty for those people affected by the proposals. The report could not be made available earlier because of the need to ensure an appropriate consultation process was undertaken.

RESOLVED:

that the restructuring proposals set out in Appendix 1 to the report be approved.

## **8. Localism Act 2011- Pay Policy Statements**

The committee considered the report on the arrangements that had been put in place in Brent Council to meet the requirements of the Localism Act 2011. The Act requires the pay policy statement to be approved by a meeting of Full Council and it was to be submitted to the meeting in February 2016.

Members were informed that no pay award for staff had yet been agreed so the existing pay rates had been used within the calculations included in the pay policy. Any revised pay rates may affect the calculations. The Chief Executive stated that the pay policy correctly stated that no performance related pay or bonuses were currently paid but that this might need to be reviewed in very specific instances.

RESOLVED:

- (i) that the draft Pay Policy Statement attached to the report be approved as an accurate and factual representation of the council's pay arrangements for 2016/17 prior to consideration and approval by the Full Council in February 2016.
- (ii) that it be noted that any amendments required during the year will be brought back to a future meeting of the General Purposes Committee and Full Council for approval.

## **9. Any other urgent business**

None.

The meeting closed at 6.25 pm

M BUTT  
Chair