



## **LONDON BOROUGH OF BRENT**

### **MINUTES OF THE GENERAL PURPOSES COMMITTEE**

**Monday 18 February 2019 at 5.30 pm**

PRESENT: Councillor M Butt (Chair), Councillor McLennan (Vice-Chair) and Councillors Agha, Farah, Colwill, Hirani and Tatler.

Apologies for absence were received from: Councillors Krupa Sheth

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

Apologies for absence were received from Councillor Krupa Sheth. There were no alternates,

2. **Declarations of interests**

There were no declarations of interests made by Members.

3. **Deputations**

There were no deputations received.

4. **Minutes of the previous meeting**

**RESOLVED** that the minutes of the previous meeting, held on 21 January 2019, be approved as an accurate record.

5. **Matters arising**

There were no matters arising from the minutes.

6. **Greater London Provincial Council Pay Spine for 2019/20**

The report from the Interim Head of Human Resources set out the background to proposed changes to the Greater London Provincial (GLPC) pay spine which the Council was required to implement from 1 April 2019. Mr Martin Williams (Interim Head of Human Resources) introduced the report which provided members with the details of the two options available in respect of implementation.

Mr Williams informed Members that under the current GLPC pay scales, the majority of councils in London no longer use spine points 2 to 5 as the associated salary is lower than London Living Wage (LLW). The LLW had risen from £9.80 to £10.55 per hour for 2018/19. He continued that the current pay points 6 to 9 had

become unusable as the lowest spine point which complied with the new LLW rate had consequently risen from point 6 to point 10. The revised GLPC pay scales therefore aimed to remove those points which did not comply with LLW. Mr Williams clarified the 2 options considered as set out in the report and the attached appendix and recommended Option A which was the favoured option of the Council Management Team coupled with the unanimous support of the Council's Trade Unions. He added that option A was less straightforward to implement and more beneficial to employees on lower grades. Members heard that the estimated implementation cost would be approximately £60,988.

In welcoming the report, Members were unanimous in their support for Option A as outlined within the report, emphasising the benefits in lifting the lower paid staff at a marginal cost and re-affirming the Council's commitment to adhere to the LLW.

RESOLVED:

That the implementation of the proposed changes set out as Option A in the Appendix to the report from the Interim Head of Human resources be agreed.

#### **7. Appointments to Sub-Committees / Outside Bodies**

Members considered the appointment of Ms Elizabeth Bankole, Branch Secretary, as a Trade Union (Unison) representative to the Brent Pension Fund Sub-Committee as a non-voting co-opted member to replace Ms Francesca Hammond.

RESOLVED:

That the appointment of Ms Elizabeth Bankole, Branch Secretary, as a Trade Union (Unison) representative on the Brent Pension Fund Sub-Committee as a non-voting co-opted member be agreed.

#### **8. Any other urgent business**

None.

The meeting closed at 5.35 pm

COUNCILLOR M BUTT  
Chair