



LONDON BOROUGH OF BRENT

MINUTES OF THE GENERAL PURPOSES COMMITTEE Tuesday 27 March 2012 at 6.30 pm

PRESENT: Councillor John (Chair), Councillor Butt (Vice-Chair) and Councillors Beswick, Kansagra, Long, Lorber, J Moher and Thomas

Apologies were received from: Councillors Brown and Matthews

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

None made.

2. **Minutes of the previous meeting**

RESOLVED:-

that the minutes of the previous meeting held on 24 January 2012 be approved as an accurate record of the meeting.

3. **Matters arising**

None.

4. **Deputations**

None.

5. **Exclusion of Press and Public**

RESOLVED:

that the press and public be now excluded from the meeting as the matter to be discussed concerns the following category of exempt information as specified in Schedule 12 of the Local Government (Access to Information Act) 1972:

Information relating to the financial or business affairs of any particular person (including the authority holding that information).

6. **Review and modification of the senior management structure in Children and Families**

The committee had before it a report from the Director of Children and Families which made proposals to strengthen the Children and Families Departmental Management Team and re-balance responsibilities between assistant directors in the light of recent legislative changes impacting on the work of children's services, the increased focus on early help and the council's new and evolving relationship with schools. The report also took into account likely structural changes to redefine the operating model for specific services anticipated to flow from the One Council Programme. The Director of Children Services stated that the council was being proactive in the light of decreasing resources and an increased focus on commissioning and the aim was to have a leadership team that could engage with schools.

In considering the new job descriptions, the Director underlined the need for new skill sets and to be able to respond to changing circumstances referring also to the recent Ofsted Inspection report which set out the areas on which the council needed to focus. Further reports on the council's relationship with schools would be submitted to the Executive in due course.

RESOLVED:

that agreement be given to the proposed modifications to the Children and Families Department senior management structure and functional responsibilities as set out in the report from the Director of Children and Families in accordance with the council's Delegations and Standing Orders, namely:

- deletion of the following existing posts: Assistant Director Achievement and Inclusion (Hay 3) and Assistant Director Social Care (HAY 3);
- creation of two new assistant director posts HAY grade 3 as set out in the proposed new departmental senior management organisation structure as set out in Appendix B of the Director's report.

7. Re-admission of press and public

RESOLVED:

that the press and public be now re-admitted to the meeting.

8. Localism Act 2011 - Pay Policy Statements

The interim Head of Human Resources, Cara Davani, introduced the report from the Director of Finance and Corporate Services which informed members of the arrangements that have been made to publish a pay policy statement required under the Localism Act 2011, designed to give tax payers access to information about how public money was spent on their behalf. Cara Davani advised that the policy had been drafted in line with requirements and, following approval, would be published on the council's website. The policy statement reflected the current position and it was noted that a review of employee benefits was currently underway and any changes would be reflected in the 2013 pay policy statement.

Members recognised that it was the expectation that Full Council would approve future pay policy statements and were reminded that the General Purposes

Committee had overarching responsibility for pay and terms and conditions. The view was put that the Employees Joint Consultative Committee could discuss pay policy statements in the future. It was noted that the trade unions had been consulted. Members also suggested that the extent to which the composition of the workforce was reflective of the local community should be referred to the report. Attention was drawn to the reference in the statement to the re-employment of employees made redundant and it was requested that it be made clear that this would also apply to employees re-employed as contractors.

RESOLVED:

that approval be given to the publication of the draft Pay Policy Statement at 31 March 2012 as amended and that it be reported to the meeting of the full Council 16 May 2012 in accordance with the requirements of the Act.

9. **Appointments to Sub-Committees / Outside Bodies**

None made.

10. **Any Other Urgent Business**

None.

The meeting closed at 6.55 pm

A JOHN
Chair