



General Purposes Committee

Monday 7 September 2020 at 9.30 am*

Please note this will be held as an online virtual meeting

The link to view this online meeting is available by clicking [HERE](#)

*Please note the start time for this meeting

Membership:

Members

Councillors:

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

Substitute Members

Councillors:

Aden, S Choudhary, Kabir, Knight, Miller, M Patel and Southwood

Councillors:

Kansagra and Maurice

For further information contact: James Kinsella, Governance Manager
Tel: 020 8937 1348, Email: James.Kinsella@brent.gov.uk

For electronic copies of minutes, reports and agendas, and to be alerted when the minutes of this meeting have been published visit:
democracy.brent.gov.uk

The press and public are welcome to attend this as an online virtual meeting. The link to attend and view the meeting is available [HERE](#).

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 of 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
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1	Apologies for absence and clarification of alternate members	
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2	Declarations of interests	
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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)	
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To hear any deputations received from members of the public in accordance with Standing Order 67.

4	Minutes of the previous meeting	1 - 4
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To approve the minutes of the previous meeting held on Monday 6 July 2020 as a correct record.

5	Matters arising (if any)	
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To consider any matters arising from the minutes of the previous meeting.

6	Severance Approval	5 - 10
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This report seeks approval for a severance payment in accordance with the Council's Redundancy Scheme.

Wards Affected: All Wards

Contact Officer: Martin Williams, Head of Human Resources

Tel: 020 8937 3209

Email: Martin.Williams@brent.gov.uk

7 Appointments to Sub-Committees / Outside Bodies

11 - 12

To confirm the change in appointments notified to relation to the General Purposes Sub Committees.

8 Exclusion of Press and Public

The following item is not for publication as it relates to the following category of exempt information as specified under Section 100A(4) of the Local Government Act 1972, namely Para 1. "Information relating to any individual":

Item 7: Severance Approval (Appendix)

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 Next Meeting: Tuesday 29 September 2020



LONDON BOROUGH OF BRENT

MINUTES OF THE GENERAL PURPOSES COMMITTEE

Held as an online virtual meeting on Monday 6 July 2020 at 5.30 pm

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

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

There were no apologies received.

2. **Declarations of interests**

There were no declarations of interests made by Members.

3. **Deputations (if any)**

There were no deputations received.

4. **Minutes of the previous meeting**

RESOLVED that the minutes of the previous meetings held on Thursday 27 February 2020 and Monday 9 March 2020, be approved as an accurate record.

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

There were no matters arising.

6. **Recruitment & Retention Payments for Children & Young People's Social Workers**

Nigel Chapman (Operational Director Integration & Improved Outcomes) introduced the report from the Strategic Director of Children and Young People providing the Committee with an update on the impact on the decision taken in October 2018 to introduce recruitment and retention initiatives for key social work roles within the Children and Young People (CYP) department. In addition, the report included details on the overall approach towards social work staff retention at all levels within the department along with updated benchmarking information regarding specific hard to recruit social work roles.

In noting the updated benchmarking details, set out within section 3.3 of the report, members recognised the importance of Brent remaining competitive in the market place for good quality staff and the importance of the upcoming offer of key-worker housing as part of the Council's recruitment package. Whilst the key worker criteria was still in the process of being finalised, it was felt this would considerably strengthen the Council's position in terms of counterbalancing some of the higher

reward and benefits packages on offer for senior social work roles in other neighbouring outer London boroughs. In considering the updated benchmarking information, clarification was also provided in relation to the difference between the various salary ranges identified, which members were advised reflected the different evaluation schemes and pension arrangements in operation across different authorities.

Members noted the positive progress that had been made in terms of the recruitment and retention of staff, since the introduction of the current initiatives, as detailed in section 4 of the report. At the same time, they remained keen to ensure that the salary range and incentives on offer remained under regular review in order to meet the necessary legal requirements and ensure they also remained competitive, whilst providing stability within the department and minimising the reliance on agency staff.

Having welcomed the progress being made, it was **RESOLVED**:

- (1) To approve the continuation of recruitment and retention initiatives within CYP (including market supplements to all social workers) until the end of the 2020/21 financial year. It was noted that the current initiatives were as follows;
 - To provide a one-off £5,000 payment to newly recruited permanent Social Work Managers, Social Work Practice Consultants and Senior Social Workers in the hard to recruit teams namely, Localities, LAC and Permanency Services, on satisfactory completion of a probationary period.
 - To provide a retention payment of £3600. to Social Work Managers and Social Work Practice Consultant posts, payable after 36 months in the role and on a recurring 36 month cycle, subject to annual review of market conditions.
 - To allow the department the discretion to provide relocation package support to key posts, up to a maximum of £5,000 in individual cases.
 - To continue the existing market supplement of £1200 per annum to all Social Workers (PO1-PO3).
- (2) That authority was delegated to the Strategic Director, CYP, in consultation and regular review with the Director of Legal, HR, Audit and Investigations, to determine how recruitment and retention payments were offered across the department, with a continued focus on hard to recruit to posts.

7. Appointments to Sub-Committees

None.

8. Exclusion of Press and Public

There were no items that required the exclusion of the press or public.


9. Any other urgent business

None.

The meeting closed at 6.00 pm

COUNCILLOR MUHAMMED BUTT
Chair

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	General Purposes Committee 7 th September 2020
	Report from Head of Paid Service
Severance Approval	

Wards Affected:	N/A
Key or Non-Key Decision:	N/A
Open or Part/Fully Exempt: (If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)	This report is partially exempt. Appendix 1 is Not for Publication as it relates to the following category of exempt information as specified under Paragraph 1, Schedule 12A of the Local Government Act 1972, namely: "Information relating to any individual"
No. of Appendices:	Appendix 1 – Severance Payment (contains exempt information)
Background Papers:	None
Contact Officer(s): (Name, Title, Contact Details)	Martin Williams, Head of Human Resources Tel: 020 8937 3209 Email: Martin.Williams@brent.gov.uk

1.0 Purpose of the Report

- 1.1 This report seeks approval from the Committee to make a severance payment to an officer, in particular pursuant to the council's redundancy policy, where their redundancy payment, when added to the pension strain costs that the council must bear as part of the Pension scheme rules, comes to over £100,000.

2.0 Recommendations

- 2.1 To approve the severance payment set out in Appendix 1.
- 2.2 To note that the payment does not include any elements additional to sums calculated in accordance with the council's Managing Change Policy and the requirements of the Local Government Pension Scheme.

3.0 Detail

- 3.1 In May 2019 the Council Tax service, which was being managed by CAPITA, transferred back to the Council and staff TUPE transferred back into the Council's direct employment. A number of those staff were long serving and had been delivering the Council's Council Tax service, albeit via contractors, for over thirty years. In September 2019 the Customer and Digital Services Department undertook a consultation with staff with a view to restructuring the Council Tax service to provide a more efficient approach to the delivery of the service and provide savings in the cost of delivering that service.
- 3.2 The majority of staff who were made redundant as part of this restructure left the Council on 31st March 2020. However, three were asked to stay until 31 August 2020 to ensure an orderly and well managed change to the new way of working and to ensure the minimum of disruption to the public.
- 3.3 As one of those members of staff has attained 55 years of age they are automatically required to receive their full pension. The consequence of this is that the Council has a 'pension strain' payment which has to be made to the pension fund.
- 3.4 Employees with two or more years' continuous service at the council or other bodies listed in the Redundancy Payments (Continuity of Employment in Local Government) Modification Order are entitled to a redundancy payment in accordance with the council's policies. The council's policy is based on the statutory scheme but actual salary rather than the statutory weekly maximum is used for the calculation. In addition, a discretionary severance payment, equal to 50% of the redundancy payment so calculated, is currently made to those made redundant. In addition, employees who are made redundant who are aged 55 or over and have at least two years of pension scheme membership are required to receive immediate payment of pension benefits without reduction for early payment.
- 3.6 In the case set out in Appendix 1 the officer was subject to a TUPE transfer and therefore their Redundancy payment is based on a calculation using the Governments statutory redundancy scheme which caps weekly wages at £538 rather than the Council's more generous redundancy and severance terms which are contained in the Managing Change Policy. .

4.0 Financial Implications

- 4.1 The cost of the redundancy, severance and pension strain will be funded the Council's corporate redundancy budget.

5.0 Legal Implications

- 5.1 The council has power to enhance the statutory redundancy scheme and to make severance payments to staff not eligible for that scheme under Regulations 5 and 6 of the Local Government (Early Termination of

Employment) (Discretionary Compensation) (England & Wales) Regulations 2006 (as amended) where dismissal is for redundancy or efficiency reasons.

- 5.2 Under the Redundancy Payments (Continuity of Employment in Local Government) Modification Order continuous service with bodies listed in the Order is included in the calculation of an employee's continuous employment for redundancy purposes.
- 5.3 Statutory guidance in the Localism Act 2011 provides that termination payments (including pension strain) which exceed £100k should be approved by full Council. The council must have regard to this guidance. The council's Pay Policy Statement provides that where practicable, and unless the Chief Executive agrees otherwise, termination payments which exceed £100k will normally be agreed by full council or a committee of the council. For the avoidance of doubt, termination payments in excess of normal contractual terms are not proposed as a result of this report. As can be seen from the Appendix 1, the termination payment in excess of £100k is not being made to a high earner

6.0 Diversity Implications

- 6.1 As this decision only affects one employee there are no diversity implications.

7.0 Consultation with Ward Members and Stakeholders

- 7.1 None.

8. Human Resources/Property Implications (if appropriate)

- 8.1 Included in the main body of the report.

Background Papers

None

<p><u>Report sign off:</u></p>

<p>Carolyn Downs Chief Executive and Head of Paid Service</p>

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By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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General Purposes Committee is asked to confirm the following membership change in relation to it's Sub-Committees:

SENIOR STAFF APPOINTMENTS SUB-COMMITTEE

1. Councillor Colwill to be replaced by a Councillor Kansagra as a full member of the Senior Staff Appointments Sub Committee.
2. Councillor Colwill to replace Councillor Kansagra as a substitute member of the Senior Staff Appointments Sub Committee.

Subject to confirmation of the above change the amended membership of the Senior Staff Appointments Sub Committee will be as follows:

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

SUBSTITUTE MEMBERS:

LABOUR: AGHA, FARAH, MILLER, M PATEL, SOUTHWOOD, TATLER
CONSERVATIVE: COLWILL, MAURICE

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