



General Purposes Committee

Monday 18 July 2022 at 9.30 am

Conference Hall - Brent Civic Centre, Engineers Way,
Wembley, HA9 0FJ

Please note that this meeting will be held in person with all members of the Committee required to attend in person.

This meeting is open to members of the press and public, alternatively meeting proceedings may be followed via the live webcast. The link to attend the meeting is available [HERE](#)

Membership:

Members

Councillors:

M Butt (Chair)
M Patel (Vice-Chair)
Donnelly-Jackson
Grah
Knight
Lorber
Krupa Sheth
Tatler

Substitute Members

Councillors:

Afzal, Akram, Crabb, Farah Nerva, Rubin and
Southwood.

Councillors:

Georgiou and Martin

For further information contact: Natalie Connor, Governance Officer Tel: 020 8937 1506 Email: natalie.connor@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

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 a 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 - 6
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To approve the minutes of the previous meeting held on Monday 30 May 2022 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	Stopping Up Order - Aylesbury Street	7 - 20
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This report seeks authorisation to make a Stopping Up Order for part of a public highway consisting of highway verge near No. 2 Aylesbury Street and No. 7 West Way, NW10.

Ward Affected:
Welsh Harp

Contact Officer: Nicolaas Potgieter, Traffic
Order Team Leader
020 8937 5600
Nicolaas.Potgieter@brent.gov.uk

7 Severance Payments Approval

21 - 26

This report seeks approval to make two severance payments, consisting predominantly of actuarial strain costs relating to the release of a pension on the basis that the employees' posts are redundant.

As the pension strain costs that the council must bear as part of the Pension scheme rules, amount to over £100,000 the General Purposes Committee is required to approve the payments.

Ward Affected:
N/A

Contact Officer: Debra Norman, Director Legal,
HR, Audit & Investigations
020 8937 1578
Debra.Norman@brent.gov.uk

8 Appointments to Sub-Committees / Outside Bodies

To consider any appointments needing to be made in relation to the Sub Committees appointed by the General Purposes Committee.

9 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 Paragraph 1, Part 1 of Schedule 12A of the Local Government Act 1972, namely: "Information relating to any individual"

Item 7: Severance Payments (Appendix 1 – Details of individual severance payments)

10 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 her representative before the meeting in accordance with Standing Order 60.

Date of Next Meeting: Monday 12 September 2022



Please remember to set your mobile phone to silent during the meeting.

- The meeting room is accessible by lift and seats will be provided for members of the public. Alternatively it will be possible to follow proceedings via the live webcast [HERE](#)



LONDON BOROUGH OF BRENT

MINUTES OF THE GENERAL PURPOSES COMMITTEE

Held in the Conference Hall, Brent Civic Centre on 30 May 2022 at 9:30am

PRESENT: Councillor M Butt (Chair), Councillor M Patel (Vice-Chair) and Councillors Donnelly-Jackson, Grahl, Knight, Lorber, Krupa Sheth and Tatler.

1. Apologies for absence and clarification of alternate members

None.

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 meeting held on Monday 7th March 2022 be approved as an accurate record.

5. Matters arising (if any)

There were no matters arising.

6. Stopping Up Order -Neville, Winterley & Carlton Sites

Councillor Krupa Sheth introduced a report from the Strategic Director for Regeneration & Environment seeking authorisation to make a Stopping Up Order for three parts of public highway within the South Kilburn Estate for a phased development at the Neville, Winterleys & Carlton site (NWCC) .The Stopping Up Order was required under Section 247 of the Town and County Planning Act (TCPA) 1990 (TCPA 1990) in order to complete the development at the site.

Members noted that the draft Stopping Up Order had been advertised in accordance with the requirements of Section 247 TCPA 1990 along with the outcome of the statutory consultation undertaken in relation to the Stopping Up Order, as detailed within section 3.7 – 3.8 of the report. Of the seventeen responses received two objections had been received from the National Grid and Virgin Media. These were on the basis that they may have apparatus in the proposed area. Members were advised that following further communication

between officers and National Grid their objection had been resolved with further work ongoing in order to resolve the objection from Virgin Media.

The Committee noted the importance of the proposed development which the Stopping Up order related in terms of supporting the next stage in the South Kilburn Infrastructure and re-development programme and in recognition of this extended their thanks to officers for their support.

Having noted the outcome of the consultation undertaken, Members welcomed the scheme and therefore **RESOLVED**:

- (1) Whilst noting the remaining objections in the report to approve the Stopping Up Order and agree that it should be advertised following the resolution of the objection.
- (2) To approve the making of the Stopping Up Order (SUO) and that a notice of making be advertised.

7. Workplace Resolution Policy

Councillor Mili Patel introduced a report from the Director of Legal, HR, Audit & Investigations detailing the outcome from a review of the Council's Grievance Policy along with proposed amendments which included a change in name to the Workforce Resolution Policy.

In noting the summary of main changes proposed to the policy, as detailed in section 4 of the report, the committee were advised that the revised policy took into account best practice and was supported by managers and trade unions.

Martin Williams, Head of Human Resources informed the committee that the revised policy followed ACAS best practice guidance and was aimed at supporting an approach which encouraged direct resolution between the parties concerned at as early a stage as possible.

Whilst supportive of the approach and proposed changes outlined members suggested some further minor amendments in order to reflect reasonable adjustments around disabilities. As a result it was proposed that the Committee, if minded to agree the revised policy, also delegate approval to make any further minor adjustments required to the Head of Paid Service.

As the result of an additional query regarding application of the policy to issues relating to working from home Carolyn Downs (Chief Executive) confirmed that due to the well-established and flexible approach in Brent these type of issues were rarely raised as grievances with clear requirements established under the Council's flexible working arrangements.

Having considered the report the Committee therefore **RESOLVED**:

- (1) To approve the new Workplace Resolution Policy as detailed in Appendix 1 of the report.

- (2) To note the key changes to the procedure and the introduction of external mediation, with a view to resolving issues raised by employees at an early stage.
- (3) To delegate authority to the Head of Paid Service to agree any further minor amendments to the new policy identified as required.

8. Political Balance Review

Councillor Muhammed Butt introduced a report from the Director of Legal, HR, Audit & Investigations detailing the outcome of a review on the representation of political groups on those Sub Committees appointed by the General Purposes Committee.

Members were advised this followed the review undertaken at the Annual Council meeting on 18 May 2022 relating to the representation of political groups on the Council's main committees.

As a result it was **RESOLVED** to agree that on the basis of the current membership of the Council:

- (1) To agree the size of each sub – committee to be appointed by the Committee;
- (2) To agree the allocation of seats to political groups on each of the sub – committees in accordance with political balance rules, as detailed in section 3 of the report; and
- (3) To appoint Chairs and Vice- Chairs, members and substitutes to each Sub-committee (to be confirmed under Item 9 on the agenda) giving effect to the wishes of the political group(s) allocated the seats.

9. Appointment to Sub Committees

Following on from Item 8 above, Councillor Butt introduced the item which set out the proposed appointments to the General Purposes Sub-committees for the 2022/2023 Municipal Year.

RESOLVED: That Members agree the following appointments to the General Purposes Sub-Committees for the 2022/2023 Municipal Year:

GENERAL PURPOSES SUB-COMMITTEES

SENIOR STAFF APPOINTMENTS SUB-COMMITTEE

M BUTT (C)	LABOUR
M.PATEL (VC)	LABOUR
KANSAGRA	CONSERVATIVE
KRUPA SHETH	LABOUR
TATLER	LABOUR

SUBSTITUTE MEMBERS:

LABOUR: DONNELLY-JACKSON, FARAH, GRAHL, KNIGHT, NERVA, SOUTHWOOD

CONSERVATIVE: MAURICE.MISTRY

SENIOR STAFF APPEALS SUB-COMMITTEE

M BUTT (C)	LABOUR
M.PATEL (VC)	LABOUR
KANSAGRA	CONSERVATIVE
NERVA	LABOUR
KRUPA SHETH	LABOUR

SUBSTITUTE MEMBERS:

LABOUR: DONNELLY-JACKSON, FARAH, GRAHL, KNIGHT, NERVA, SOUTHWOOD

CONSERVATIVE: MAURICE, MISTRY

BRENT PENSION FUND SUB-COMMITTEE

JOHNSON (C)	LABOUR
MITCHELL (VC)	LABOUR
CHOUDRY	LABOUR
DAR	LABOUR
HACK	LABOUR
KANSAGRA	CONSERVATIVE
MILLER	LABOUR

CO-OPTED NON-VOTING:

ELIZABETH BANKOLE (UNISON)

SUBSTITUTE MEMBERS:

LABOUR: DIXON, ETHAPEMI, MAHMOOD, SHAH

CONSERVATIVE: MAURICE, J.PATEL

BRENT PENSION BOARD

FULL MEMBERS:

DAVID EWART (C)	INDEPENDENT CHAIR
AKRAM	LABOUR
KABIR	LABOUR
CHRIS BALA	PENSION SCHEME MEMBER
BOLA GEORGE	TRADE UNION (UNISON) MEMBER
ROBERT WHEELER	TRADE UNION (GMB) MEMBER
SUNIL GHANDI	EMPLOYER MEMBER (NON-BRENT COUNCIL)

SUBSTITUTE MEMBERS:

No provision is included within the Boards Terms of Reference for substitute members.


10. Any other urgent business

None.

The meeting closed at 9:41am.

COUNCILLOR MUHAMMED BUTT
Chair

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	General Purposes Committee 18 July 2022
	Report from the Strategic Director Regeneration and Environment
Stopping Up Order – Aylesbury Street	

Wards Affected:	Welsh Harp
Key or Non-Key Decision:	N/A
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 Appendix A: Draft Stopping Up Order with notice and plan
Background Papers:	None
Contact Officer(s): <small>(Name, Title, Contact Details)</small>	Nicolaas Potgieter, Traffic Order Team Leader 020 8937 5600 Nicolaas.Potgieter@brent.gov.uk Sandor Fazekas, Head of Healthy Streets and Parking 020 8937 5113 Sandor.Fazekas@brent.gov.uk

1.0 Purpose of the Report

- 1.1 This report seeks authorisation to make a Stopping Up Order (SUO) for part of public highway consisting of highway verge near No. 2 Aylesbury Street and No. 7 West Way, NW10.
- 1.2 The Stopping Up Order is required under Section 247 of the Town and Country Planning Act 1990 (TCPA 1990) to complete the development at the site, which consists of the erection of a three storey block comprising of nine self-contained flats with amenity space, provision of a new vehicular access, car parking, cycle and refuse storage.

2.0 Recommendation

- 2.1 That members note that the draft Stopping Up Order has been advertised in accordance with the requirements of Section 247 TCPA 1990 and in response to the consultation fourteen consultees have responded with the majority informing the Council that they have either no objections or no record of apparatus in the immediate vicinity of our enquiry.
- 2.2 That Cadent Gas and Virgin Media objected on the basis that they have apparatus in the proposed area.
- 2.3 That further to engagement with both Cadent and Virgin to arrange the diversion of their underground assets off site, both utility companies have confirmed that following receipt of payments to undertake the diversion works, that their objections have been resolved.
- 2.4 The Committee approves the making of the Stopping Up Order (SUO) and advertising of the notice of making.

3.0 Detail

- 3.1 Planning consent was granted to MEPK Architects for the development of the site following the Planning Committee meeting of 24 June 2020 under Application No. 19/3738.
- 3.2 Innisfree Housing Association (IHA) are the Developer and have purchased the land, which requires stopping up. MEPK Architects were appointed to design the scheme and act as the agent for IHA with Helix Construct Limited being the appointed contractor to carry out the building works.
- 3.3 The planning application included the erection of a three storey block comprising of nine self-contained flats with amenity space, provision of new vehicular access, car parking and cycle and refuse storage.
- 3.4 The planning application submission included:
 - Application Form, Certificates and Notices;
 - CIL (Community Infrastructure Levy) Form MEPK Architects;
 - Application drawings, prepared by MEPK Architects;
 - Design and Access Statement, prepared by MEPK Architects;
 - Daylight/Sunlight Assessment, prepared by Calfordseaden;
 - Air Quality Assessment, prepared by Syntegra;
 - Arboricultural Implications Assessment by Broad Oak Tree Consultants.
- 3.5 This single phased development will provide a 100 % quantum of affordable housing (measured by habitable room), with 100% London Affordable Rent provision with Brent Council receiving nomination rights for the affordable rented units.

- 3.6 A draft SUO with a notice of proposal (NOP) was prepared and the NOP was advertised, as per the requirements of Section 247 TCPA 1990. This would enable the redevelopment to take place. A copy of the draft Order is attached at Appendix A, together with the NOP and relevant plan showing the proposed area to be stopped up. The NOP was advertised on 7th April 2022 in the Brent and Kilburn Times and the London Gazette allowing for a 28-day statutory consultation period.
- 3.7 Statutory consultees were notified of the proposed Stopping-Up Order by e-mail or hard copy correspondence.
- 3.8 The Council received fourteen responses during the statutory consultation period. The majority of the replies stated that they had either no objections or no record of apparatus in the immediate vicinity of our enquiry; with the exception of Cadent Gas and Virgin Media who objected on the basis that, they have apparatus in the proposed area.
- 3.9 These objections required an assessment of the area to ascertain the apparatus affected and any diversion work required. The objection from Cadent Gas was resolved, following communication between Helix Construct Limited (the Building Contractor) and Cadent. Helix Construct Limited have engaged with Virgin Media whereby diversion has been agreed and the objection has been retracted accordingly.
- 3.10 National Rail submitted a request for information, as a result of the consultation process. The proposed site is not located near any existing National Rail assets and an Asset Protection Questionnaire was returned by Helix Construct Limited and returned to Network Rail on 17th May 2022. No further communication has been received from Network Rail.
- 3.11 The correspondences were from:
- Cadent Gas / National Grid
 - Colt Technology / CA Telecom
 - ES Pipelines Ltd
 - ESP Utilities Group Ltd
 - GTC / BU-UK
 - London Underground
 - London Underground / DLR Infrastructure Protection
 - Network Rail - Asset Protection LNW South
 - Openreach BT
 - Plant Enquiries TfL
 - Thames Water
 - Transport for London
 - Tube TfL
 - Virgin Media
- 3.12 Members are now requested to approve the making of the Stopping Up Order in order to complete the development of the site.

4.0 Financial Implications

- 4.1 The Stopping Up Order is estimated to cost £4096.00 and will be paid by Innisfree Housing Association, the developer.
- 4.2 There are no other financial implications on the Council's revenue budgets.

5.0 Legal Implications

- 5.1 Section 247 of the Town and Country Planning Act 1990 (TCPA 1990) permits the making of an order for the stopping up of a highway necessary to enable development to be carried in accordance with a valid planning permission.
- 5.2 Officers have taken the Council's legal advice in relation to the promotion of the Stopping Up Order. If it is agreed to make the Order a notice of making of the Order will be publicised. It will not be open to further objection by the public or other authorities.

6.0 Equality Implications

- 6.1 The public sector equality duty, as set out in section 149 of the Equalities 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, and 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 This includes enquiring 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. For example, taking account of disabled persons' disabilities and the action that could be taken to help a disabled person.
- 6.3 There are no equality implications associated with this development or the approval of this Stopping Up Order.

7.0 Consultation with Ward Members and Stakeholders

- 7.1 Statutory consultees, namely various utility companies and Transport for London (TfL) were consulted on the proposed Stopping-Up Order by e-mail and correspondence, as required under TCPA 1990.
- 7.2 Local ward Councillors at the time were also consulted.

8.0 Human Resources/Property Implications (if appropriate)

8.1 None specific.

Related Documents:

Planning Decision Notice Approval Application No. 19/3738

Report sign off:

Alan Lunt

Strategic Director of Regeneration
and Environment

Appendix A – Draft Stopping Up Order with notice and plan.



THE LONDON BOROUGH OF BRENT

TOWN AND COUNTRY PLANNING ACT 1990

THE LONDON BOROUGH OF BRENT (STOPPING UP OF HIGHWAYS) (NO. *) ORDER 202*

Made * 202*

THIS ORDER is made by the Mayor and Burgesses of the London Borough of Brent ("The Council") acting in its capacity as a local highway authority and in exercise of its powers under Section 247 and 253 of the Town and Country Planning Act 1990 ("the Act") as amended by Section 270 and Schedule 22 of the Greater London Authority Act 1999 and of all other powers enabling it in that behalf.

BY THIS ORDER:

1. The Council authorises the stopping up of an area of public highway described in Schedule 1 to this order and shown hatched black on the Deposited Plan ("the Highway"), in order to enable development described in Schedule 2 to this order to be carried out in accordance with the planning permission granted under Part III of the Act by the Council on 24 June 2020 under Application No. 19/3738. ("the Development").
2. Where immediately before the date of this order there is any apparatus of statutory undertakers under, in, on, over, along or across any area of the highway authorised to be stopped up pursuant to this order then, subject to section 261(4) of the Act, those undertakers shall have the same rights as respects that apparatus after that area of the highway is stopped up as they had immediately beforehand.
3. In this order "the Deposited Plan" means the plan attached to this order and deposited in the offices of Highways Infrastructure, 5th Floor North Wing, Brent Civic Centre, Engineers Way, Wembley, Middlesex, HA9 0FJ under Drawing No. 1816 SLP-01.
4. This order shall come into force on the date on which notice that it has been made is first published in accordance with section 252(10) of the Act, and be cited as The London Borough of Brent (Stopping Up Of Highways) (No. *) Order 202*.

SCHEDULE 1

Description of Highway to be Stopped Up

The area of public highway to be stopped up is shown hatched black on the Deposited Plan and comprises of highway verge in an area bounded by Aylesbury Street to the north west, A4088 to the north-east, West Way to the south-east and the boundaries of building numbers two Aylesbury Street / seven West Way to the south-west. The maximum length is 44.00 metres and the maximum width is 27.00 metres.

SCHEDULE 2

The Development

Erection of a three-storey block comprising nine self-contained flats with amenity space, provision of new vehicular access, car parking and cycle and refuse storage.

The Common Seal of THE MAYOR AND)
BURGESSES OF THE LONDON BOROUGH)
OF BRENT was hereunto affixed in the)
presence of:)

.....
Solicitor



LONDON BOROUGH OF BRENT

SECTION 247 TOWN AND COUNTRY PLANNING ACT 1990

THE LONDON BOROUGH OF BRENT (STOPPING UP OF HIGHWAYS) (NO. *) ORDER 202*

1. **NOTICE IS HEREBY GIVEN** that The Mayor and Burgesses of the London Borough of Brent propose to make an order under Section 247 and 253 of the Town and Country Planning Act 1990 ("The Act") as amended by Section 270 and Schedule 22 of the Greater London Authority Act 1999 to authorise the stopping up of an area of public highway described in Schedule 1 to this notice.
2. If the order is made, the stopping up will be authorised only in order to enable the development described in Schedule 2 to this notice to be carried out in accordance with the planning permission granted under Part III of the Act by the London Borough of Brent as the Local Planning Authority on 24 June 2020 under Application No. 19/3738.
3. A copy of the draft order and of a plan of the relevant area can be inspected and a copy requested free of charge during normal office hours on Mondays to Fridays inclusive until the expiration of a period of 28 days from the 7th April 2022 at Brent Customer Services, Brent Civic Centre, Engineers Way, Wembley, Middlesex, HA9 0FJ.
4. Persons desiring to object to the making of the proposed order should send a statement in writing of their objection and the grounds thereof, to the Head of Healthy Streets and Parking, Regeneration and Environmental, 5th Floor North Wing, Brent Civic Centre, Engineers Way, Wembley, Middlesex, HA9 0FJ, or via email to trafficorders@brent.gov.uk, quoting the reference TO/23/033/NP, within the period of 28 days from the 7th April 2022.
5. In preparing an objection it should be borne in mind that the substance of it may be imparted to other persons who may be affected by it and that those persons may wish to communicate with the objector about it.

Dated 7th April 2022.

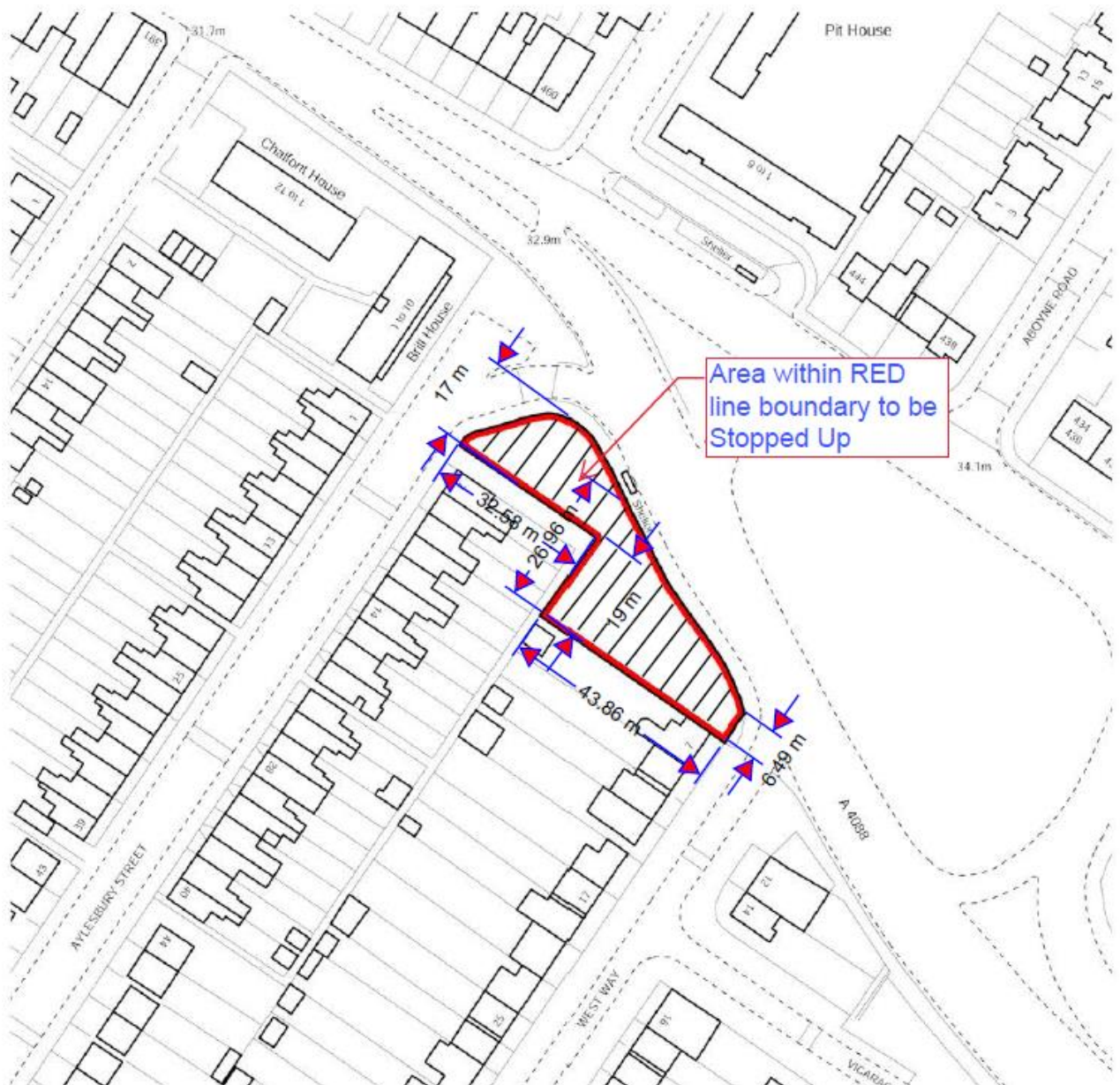
Sandor Fazekas
Head of Healthy Streets and Parking

SCHEDULE 1

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SCHEDULE 2

Erection of a three-storey block comprising nine self-contained flats with amenity space, provision of new vehicular access, car parking and cycle and refuse storage.



Planning

Aylesbury Street, NW10 Site Location Plan

drawing number	revision	scale @ A4	date	drawn	checked
1816 SLP-01	-	1:1250	21.06.18	HS	SC

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THE LONDON BOROUGH OF BRENT

TOWN AND COUNTRY PLANNING ACT 1990

THE LONDON BOROUGH OF BRENT (STOPPING UP OF HIGHWAYS) (NO. *) ORDER 202*

Made * 202*

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SCHEDULE 2

The Development

Erection of a three-storey block comprising nine self-contained flats with amenity space, provision of new vehicular access, car parking and cycle and refuse storage.

The Common Seal of THE MAYOR AND)
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.....
Solicitor



LONDON BOROUGH OF BRENT

SECTION 247 TOWN AND COUNTRY PLANNING ACT 1990

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3. A copy of the draft order and of a plan of the relevant area can be inspected and a copy requested free of charge during normal office hours on Mondays to Fridays inclusive until the expiration of a period of 28 days from the 7th April 2022 at Brent Customer Services, Brent Civic Centre, Engineers Way, Wembley, Middlesex, HA9 0FJ.
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5. In preparing an objection it should be borne in mind that the substance of it may be imparted to other persons who may be affected by it and that those persons may wish to communicate with the objector about it.

Dated 7th April 2022.

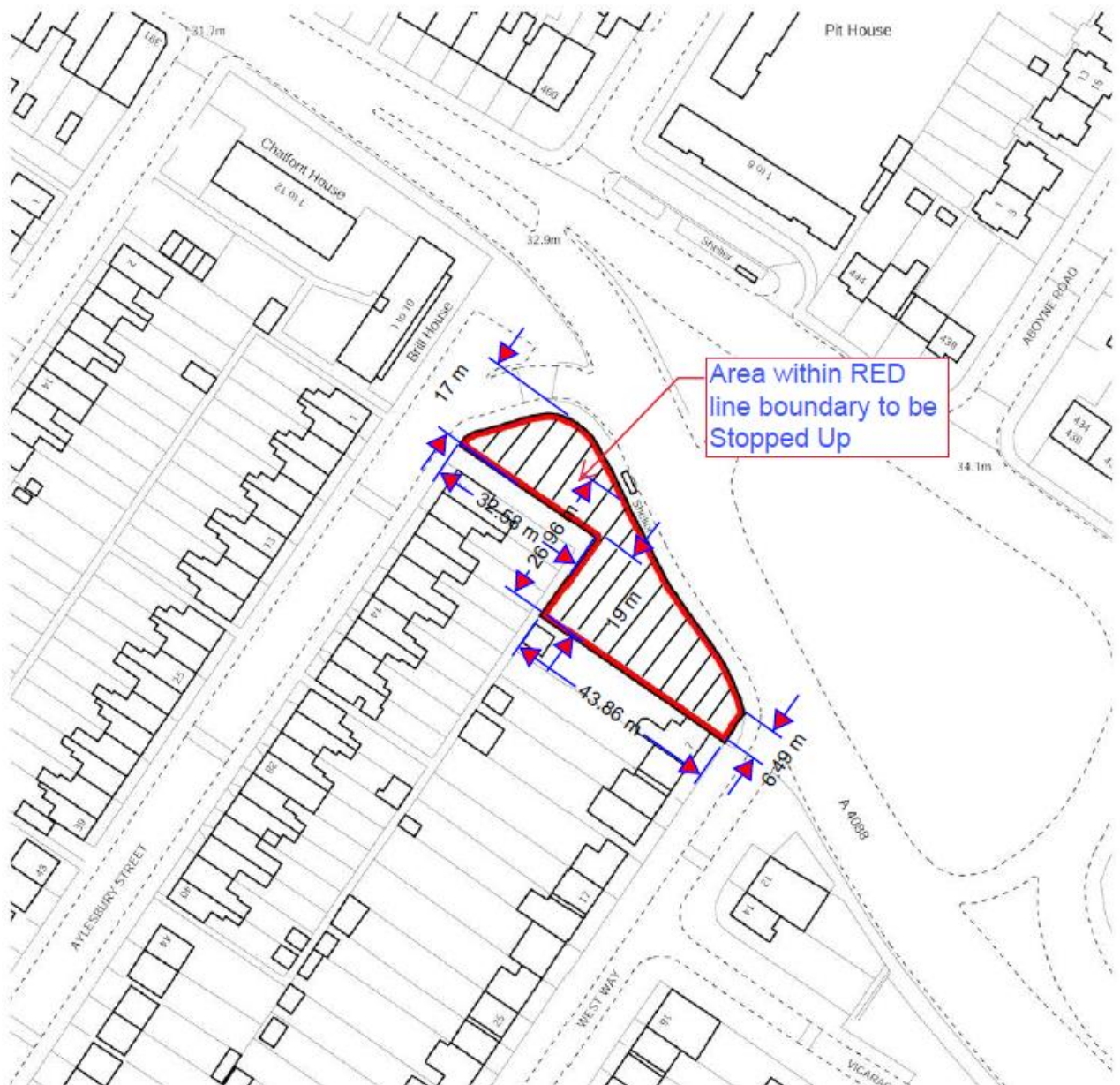
Sandor Fazekas
Head of Healthy Streets and Parking

SCHEDULE 1

The area of public highway to be stopped up is shown hatched black on the Deposited Plan and comprises of highway verge in an area bounded by Aylesbury Street to the north west, A4088 to the north-east, West Way to the south-east and the boundaries of building numbers two Aylesbury Street / seven West Way to the south-west. The maximum length is 44.00 metres and the maximum width is 27.00 metres.

SCHEDULE 2

Erection of a three-storey block comprising nine self-contained flats with amenity space, provision of new vehicular access, car parking and cycle and refuse storage.



Planning


Aylesbury Street, NW10

Site Location Plan

drawing number	revision	scale @ A4	date	drawn	checked
1816 SLP-01	-	1:1250	21.06.18	HS	SC

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	General Purposes Committee 18 July 2022
	Report from Head of Paid Service
Approval to Make Severance Payments	

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 an individual'.
No. of Appendices:	One
Background Papers:	None
Contact Officer(s): (Name, Title, Contact Details)	Debra Norman Director of Legal, HR, Audit and Investigations. 020 8937 1578 Debra.Norman@brent.gov.uk

1.0 Purpose of the Report

- 1.0 This report seeks approval to make two severance payments, consisting predominantly of actuarial strain costs relating to the release of a pension on the basis that the employees' posts are redundant. As the pension strain costs that the council must bear as part of the Pension scheme rules, amount to over £100,000 the General Purposes Committee is asked to approve the payments.

2.0 Recommendations

- 2.1 To approve the severance payments set out in the (exempt) Appendix to this report.
- 2.2 To note that neither of the payments includes any element 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 One of the outcomes of the recent Senior Management restructure approved by Cabinet on the 20th June 2022 was a reduction in the number of posts at Strategic Director level. One of the post holders impacted by these changes has volunteered for redundancy and this has been accepted.
- 3.2 A separate restructure is underway in the Oracle Cloud Support Service and there is potentially one post that is redundant. The consultation process ends on the 27th July so the impact on that post and postholder may change. However it is prudent to seek approval of the potential severance payment at this point in time to avoid the need for a further report to the committee should the payment need to be made.
- 3.3 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 severance payment, equal to 50% of the redundancy payment so calculated, is currently made to those made redundant.
- 3.4 In both cases, the cost of release of the employee's pension and redundancy will be met by compensatory savings from within the department.
- 3.5 More detail is contained in the exempt appendix.

4.0 Financial Implications

- 4.1 The total cost of the redundancy results in a payback period of less than two years, which is within the agreed benchmark for long term financial considerations.
- 4.2 The one off cost of the redundancy, severance and pension strain will be funded from 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. The policy adopted by the council is contained in its Managing Change Policy.
- 5.2 The council is required under Regulation 30 of the Local Government Pension Scheme Regulations to release an individual's pension without the normal

actuarial reduction to reflect early payment in the event they are made redundant at or over the age of 55 years.

- 5.2 Statutory guidance under the Localism Act 2011 provides that termination payments (including pension strain) which exceed £100k should normally be approved by full Council. More recent guidance under the Local Government Act 1999 provides that Special Severance Payments, as defined in the guidance (this does not include pension strain or contractual elements), must be referred to full council if the overall payment exceeds £100k. The council must have regard to this guidance. There is no special severance element in either of these payments.
- 5.3 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.
- 5.4 Other legal implications are contained in the body of the report.

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 There are no diversity implications in respect of this report.

7.0 Consultation with Ward Members and Stakeholders

- 7.1 None.

8.0 Human Resources/Property Implications (if appropriate)

- 8.1 None relating to these individual cases save as set out in the report.

Report sign off:

Carolyn Downs

Chief Executive and Head of Paid
Service

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

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