



LONDON BOROUGH OF BRENT

MINUTES OF THE GENERAL PURPOSES COMMITTEE

Held in the Conference Hall, Brent Civic Centre on Monday 22 May 2023 at 9.30 am

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

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

There were no apologies for absence received.

The Chair welcomed Kim Wright, as the new Chief Executive and Councillor Georgiou (following his recent appointment to the General Purposes Committee) to their first General Purposes Committee meeting.

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 13 March 2023 be approved as an accurate record.

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

There were no matters arising.

6. **Appointment timetable for the Corporate Director of Adult Social Care and Health**

Kim Wright, Chief Executive, introduced a report that provided the General Purposes Committee with a proposed timetable for the recruitment of a permanent Corporate Director of Adult Social Care and Health, following the departure of the current Corporate Director.

Members noted the timetable for the recruitment process along with the intended change in job title for the post from Adult Social Care and Health to Care, Health and Wellbeing which it was felt provided a more accurate reflection of the position. Pending the permanent recruitment process having been completed members were advised of the plans to appoint an Interim Corporate Director to cover the position and welcomed the approach outlined.

It was therefore **RESOLVED** to:

- (1) Note the intended appointment by the Chief Executive of an Interim Corporate Director Adult Social Care and Health.
- (2) Agree the timetable set out in the report for the appointment to the post on a permanent basis.
- (3) Delegate to the Chief Executive any amendment to the proposed timetable, for operational reasons, in consultation with the Chair of General Purposes Committee.
- (4) Note the change of job title to Corporate Director Care, Health and Wellbeing.

7. **Recruitment and Retention Payments for Children and Young People's Social Workers**

Councillor Grahl Cabinet Member for Children, Young People and Schools, introduced a report from the Corporate Director of Children and Young People that provided the Committee with an update following the decision taken in November 2022 to increase the recruitment and retention payments to staff in the hardest to recruit teams within the Looked After Children and Permanency (LAC and Permanency) Service. The report also provided further information regarding the current position in relation to social work staff within the Children and Young People's department overall, this included the proposals developed following a review of incentive packages designed to reduce the complexity of the existing arrangements and improve recruitment and retention outcomes for social worker staff across all grades and teams based on the current arrangements detailed in Appendix 1 of the report.

In recognising the current challenges nationally and regionally in terms of the recruitment and retention of suitably qualified social work staff, Nigel Chapman, Corporate Director, Children & Young People advised the Committee that the proposals outlined within the report had been designed to maintain and increase the number of permanent staff in social work roles across the department as well as to reduce the gaps between grades and reduce agency costs.

In considering the report the Committee noted:

- The update provided in relation to the impact of the previously agreed recruitment and retention measures, as detailed in section 4 of the report, which whilst having a positive impact it was recognised would still need time to fully assess in terms of their overall effectiveness and with additional action still required to enhance the number of permanent staff in social work roles across the department;
- The clarification provided in relation to the eligibility of internationally recruited staff for the welcome incentive and retention payments, with these staff able to benefit from the relocation support payment available and also eligible for the retention payment following the relevant qualifying period.

As there were no further Committee queries in relation to the report, the Committee **RESOLVED** to:

- (1) Agree to extend the use of two recruitment and retention initiatives, to all teams within the department, as follows:
 - To make a one-off payment of £5,000 to newly recruited permanent qualified social work staff on grades PO1 – PO7, on satisfactory completion of probationary period and repayable where an employee leaves the council's employment within 12 months of receiving the payment.
 - To make retention payments of £2,500 to all qualified social work staff on grades PO1 to PO7.
- (2) Agree to retain the enhanced retention payment of £4,500 per annum for those teams where it was particularly hard to recruit and retain qualified social work staff i.e., the Short and Long Term Teams in the Localities Service and the Care Planning Teams in the LAC and Permanency Service (as outlined in Appendix 1 of the report).
- (3) That continued discretion be provided to the department in how recruitment and retention payments are offered across the department with a continued focus on hard to recruit to posts.

8. **Review of Representation of Political Groups and Appointments**

Councillor Muhammed Butt introduced a report from the Corporate Director of Governance 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 17 May 2023 relating to the representation of political groups on the Council's main committees.

As a result it was **RESOLVED**, 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 of the agenda) giving effect to the wishes of the political group(s) allocated the seats.

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

Following on from Item 8 above, Councillor Muhammed Butt introduced the item which set out the proposed appointments to the General Purposes Sub-committees for the 2023/2024 Municipal Year.

RESOLVED: That Members agree the following appointments to the General Purposes Sub-Committees for the 2023/2024 Municipal Year:

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, VACANCY

CONSERVATIVE: MAURICE, MISTRY

SENIOR STAFF APPEALS 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, VACANCY

CONSERVATIVE: MAURICE, MISTRY

BRENT PENSION FUND SUB-COMMITTEE

JOHNSON (C)	LABOUR
MITCHELL (VC)	LABOUR
CHOUdry	LABOUR
HACK	LABOUR
KENNELLY	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)
AKRAM
KABIR**

**INDEPENDENT CHAIR (31.07.2025)
LABOUR
LABOUR**

**CHRIS BALA
BOLA GEORGE
ROBERT WHEELER
SUNIL GANDHI
COUNCIL)**

**PENSION SCHEME MEMBER
TRADE UNION (UNISON) MEMBER
TRADE UNION (GMB) MEMBER
EMPLOYER MEMBER (NON-BRENT**

SUBSTITUTE MEMBERS:

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

10. Exclusion of Press and Public

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

11. Any other urgent business

None.

The meeting closed at 9:42am.

COUNCILLOR MUHAMMED BUTT
Chair