



## General Purposes Committee

**Monday 15 July 2024 at 9.30 am**

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

Please note this will be held as a physical meeting which all Committee members will be required to attend in person.

**The meeting will be open for the press and public to attend or alternatively can be followed via the live webcast. The link to follow proceedings via the live webcast is available [HERE](#)**

### Membership:

#### Members

Councillors:

M Butt (Chair)  
M Patel (Vice-Chair)  
Georgiou  
Donnelly-Jackson  
Nerva  
Rubin  
Krupa Sheth  
Tatler

#### Substitute Members

Councillors:

Afzal, Akram, Crabb, Farah, Grahl and 2 vacancies.  
  
Councillors:  
Lorber and Matin

**For further information contact:** James Kinsella, Governance & Scrutiny Manager  
Tel: 020 8937 2063, Email: [james.kinsella@brent.gov.uk](mailto:james.kinsella@brent.gov.uk)

For electronic copies of minutes and agendas please visit:  
[Council meetings and decision making | Brent Council](#)

## **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

Item Page

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

**2 Declarations of interests**

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)**

To hear any deputations for which requests have been submitted by members of the public in accordance with Standing Order 67.

**4 Minutes of the previous meeting** 1 - 4

To approve the minutes of the previous meeting held on Tuesday 28 May 2024 as a correct record.

**5 Matters arising (if any)**

To consider any matters arising from the minutes of the previous meeting.

**6 Approval to make severance payments** 5 - 10

This report seeks approval to make up to four 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 for each employee the General Purposes Committee is required to approve the payments.

**7 Appointment to Sub Committees**

No membership changes have been identified in advance of the agenda publication for consideration by the Committee.

## 8 Exclusion of the 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 to the Local Government Act 1972, namely: "Information relating to an Individual".

Agenda Item 6: Approval to severance payment (Appendix 1 – Proposed Redundancy Payments)

## 9 Any other urgent business

Notice of items to be raised under this heading must be given in writing to the Deputy Director Democratic Services or their representative before the meeting in accordance with Standing Order 60.

**Date of next meeting: Monday 9 September 2024**



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 Tuesday 28 May 2024 at 9.30 am

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

Also present: Councillor Chohan

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

Apologies of absence were received from Councillor Georgiou and Councillor Rubin (with Councillor Grahl attending as a substitute).

2. **Declarations of interests**

There were no declarations of interest made during the meeting.

3. **Deputations (if any)**

No deputations were received.

4. **Minutes of the previous meeting**

**RESOLVED** that the minutes of the previous meeting held on 8 April 2024 be approved as a correct record.

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

There were no matters arising.

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

Councillor Muhammed Butt (as Chair) introduced a report from the Corporate Director of Law & 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 22 May 2024 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 7 of the agenda) giving effect to the wishes of the political group(s) allocated the seats.

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

Following on from Item 6 above, Councillor Muhammed Butt introduced an item setting out the proposed appointments to the General Purposes Sub-committees for the 2024-2025 Municipal Year.

As a result, it **RESOLVED** to agree the following appointments to the General Purposes Sub-Committees for the 2024 - 2025 Municipal Year:

**SENIOR STAFF APPOINTMENTS SUB-COMMITTEE**

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

**SUBSTITUTE MEMBERS:**

**LABOUR:** DONNELLY-JACKSON, FARAH, KNIGHT, NERVA, RUBIN, TATLER  
**CONSERVATIVE:** MAURICE, MISTRY

**SENIOR STAFF APPEALS SUB-COMMITTEE**

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

**SUBSTITUTE MEMBERS:**

**LABOUR:** DONNELLY-JACKSON, FARAH, KNIGHT, NERVA, RUBIN, TATLER  
**CONSERVATIVE:** MAURICE, MISTRY

**BRENT PENSION FUND SUB-COMMITTEE**

JOHNSON (C)	LABOUR
KENNELLY (VC)	LABOUR
AHMADI MOGHADDAM	LABOUR
CHOUDRY	LABOUR
CRABB	LABOUR
KANSAGRA	CONSERVATIVE
MOLLOY	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)**  
**KABIR**  
**SMITH**

**INDEPENDENT CHAIR (31.07.2025)**

**LABOUR**  
**LABOUR**

**CHRIS BALAPENSION SCHEME MEMBER**

**BOLA GEORGE**

**TRADE UNION (UNISON) MEMBER**

**ROBERT WHEELER**

**TRADE UNION (GMB) MEMBER**

**SUNIL GANDHI**

**EMPLOYER MEMBER (NON-BRENT COUNCIL)**

**SUBSTITUTE MEMBERS:**

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

**8. Exclusion of Press and Public**

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

**9. Any other urgent business**

In accordance with Standing Order 60 Councillor Muhammed Butt (as Chair) advised the Committee that he had agreed to deal with the following as an urgent item of business on the grounds that the Voluntary Redundancy process that the severance payment related to had only closed on 17 May 2024, at which stage the individual concerned had come forward. As the payment relating to the proposed redundancy would exceed £100,000, formal approval was required by General Purposes Committee prior to final notice being served, which officers were aiming to complete by 31 May 2024 to confirm deletion of the role. It had not, therefore, been possible to include advance notice of the item prior to the agenda for the meeting being published.

**9.1 Approval to make a Severance Payment**

Musrat Zaman (Director of Human Resources & Organisational Development) was then invited to introduce the report from the Head of Paid Service seeking approval to make a severance payment consisting predominantly of actuarial strain costs that related to the release of a pension on the basis that the employees post was redundant.

In noting the background to the proposal, the Committee were advised that the voluntary redundancy related to a restructure and reconfiguration within the HR and Organisational Development service designed to enhance support to the Council's realigned departmental structure, with the total cost resulting in a payback period of less than two years.


Having considered the report, including the details contained within the exempt appendix, and accepted the item as urgent it was **RESOLVED** to:

- (1) Approve the severance payment as set out in the report.
- (2) Note that the payment did not include any element additional to sums calculated in accordance with the Council's Managing Change Policy and the requirements of the Local Government Pension Scheme.

The meeting closed at 9.35 am

COUNCILLOR MUHAMMED BUTT  
Chair



 <b>Brent</b>	<b>General Purposes Committee</b> 15 July 2024
	<b>Report from Head of Paid Service</b>
<b>Approval to make Severance Payments</b>	

<b>Wards Affected:</b>	N/A
<b>Key or Non-Key Decision:</b>	N/A
<b>Open or Part/Fully Exempt:</b> (If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)	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'.
<b>List of Appendices:</b>	One Appendix 1: Proposed redundancy payments
<b>Background Papers:</b>	None
<b>Contact Officer(s):</b> (Name, Title, Contact Details)	Kate Daine Head of Housing & Neighbourhoods 020 8937 5440 <a href="mailto:Kate.Daine@brent.gov.uk">Kate.Daine@brent.gov.uk</a>

## 1.0 Executive Summary

1.0 This report seeks approval to make up to four 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 for each employee 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 the report.

2.2 To note that the payments do not include 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 Contribution to Borough Plan Priorities & Strategic Context**

3.1.1 The restructure will focus services in a resident centric way, leading to better access to services for our tenants, better visibility on our estates and management of key issues that impact on their quality of life, . Most notably the impact will be around sustaining tenancies, preventing homelessness and increasing the supply of social homes to homeless clients living in temporary accommodation.

#### **3.2 Background**

3.2.1 Following the Building Safety Act 2022 and Social Housing Regulation Act 2024, as well as the pending published outcome of the Tenant Satisfaction Measures (all new legislation following the Grenfell tragedy), it is crucial that Brent is able to meet the needs and expectations of tenants and be regulatory ready. This restructure is focused on outcomes, merging roles so that tenants have better access to services whilst also making savings and looking ahead, to where services need to be. When consultation closed on 24 May 2024 following a consultation period, ten volunteers came forward to request redundancy. Of these ten, two require approval from the Committee. A further two are at risk of redundancy if they do not secure roles that they have ring fenced interview rights for, where their current roles are deleted.

3.2.2 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.

3.2.3 Agreeing these severance payments facilitates the implementation of the new Housing Management Service structure and reduces the need for a compulsory redundancy process.

#### **4.0 Stakeholder and ward member consultation and engagement**

None

### **5.0 Financial Considerations**

5.1 Housing Management Services staff establishment is funded from the Housing Revenue Account (HRA). Budgetary impacts of proposed changes have been

assessed by comparing the existing budgeted structure against proposed changes.

5.2 The new structure proposes an overall reduction in staffing and an ongoing reduction in the establishment cost estimated at £0.67m per annum once fully implemented. The current estimated cost for redundancy, severance and pension strain is lower than the estimated future savings from restructure, resulting in payback projections within a year.

5.3 Estimated restructure costs will be realised before savings from the restructure is achieved, therefore any in year budgetary shortfalls arising from termination payments will be managed through use of earmarked reserves.

## **6.0 Legal Considerations**

6.1 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.

6.2 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.

6.3 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.

6.4 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.

6.5 Other legal implications are contained in the body of the report.

## **7.0 Equity, Diversity & Inclusion (EDI) Considerations**

7.1 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.

- 7.2 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.
- 7.3 An equality impact assessment has been done prior to and during the restructure, and will be carried out following it's implementation.

## **8.0 Climate Change and Environmental Considerations**

- 8.1 There are no Climate Change and Environmental considerations in respect of this report.

## **9.0 Human Resources/Property Considerations (if appropriate)**

- 9.1 None save as set out in the report.

## **10.0 Communication Considerations**

- 10.1 There are no communication considerations in respect of this report.

**Report sign off:**

***Kim Wright***

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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