



## General Purposes Committee

**Monday 30 March 2026 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)  
Benea  
Donnelly-Jackson  
Farah  
Lorber  
Rubin  
Krupa Sheth

#### Substitute Members

Councillors:

Afzal, Akram, Grahl, Knight and Tatler  
  
Councillors:  
Clinton & Matin  
  
Councillors:  
Gbajumo & Mitchell

**For further information contact:** Rebecca Reid, Governance Officer  
Tel: 020 8937 2469, Email: [rebecca.reid@brent.gov.uk](mailto:rebecca.reid@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

Introductions, if appropriate.

**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 received from 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 19 January 2026 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 - Adult Social Care Senior Management Restructure** 5 - 12

This report seeks approval to make severance payments, resulting from the implementation of the new Adult Social Care (ASC) Senior Management Structure, 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 Approval to Make Severance Payment - Housing Services Restructure 13 - 18**

This report seeks approval to make one severance payment, relating to a restructure within Housing Services, consisting predominantly of actuarial strain costs relating to the release of a pension on the basis that the employees' post is 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 (GPC) is asked to approve the payments.

## **8 Appointments to Sub Committees**

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

## **9 Exclusion of Press and Public**

The following items are not for publication as they relate 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 make severance payments – Adult Social Care Senior Management Restructure (Appendix 1 – Proposed redundancy payments)

Agenda Item 7: Approval to make severance payments – Housing Services Restructure (Appendix 1 – Proposed redundancy payments)

## **10 Any other urgent business**

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



- 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](#)

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## LONDON BOROUGH OF BRENT

### MINUTES OF THE GENERAL PURPOSES COMMITTEE Held in the Conference Hall, Brent Civic Centre on Monday 19 January 2026 at 9.30 am

PRESENT: Councillor M Butt (Chair), Councillor M Patel (Vice-Chair) and Councillors Benea, Donnelly-Jackson, Grahl and Rubin.

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

Apologies for absence were received from Councillor Krupa Sheth, with Councillor Grahl attending as substitute.

#### 2. **Declarations of interests**

There were no declarations of interests made by Members during the meeting.

#### 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 8 December 2025 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 Finance and Resources 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 review had followed a change in balance between the political groups on the Council, which had involved five members resigning as members of the Labour Group to join the Green Party, leading to their formation as a new political group of Green councillors.

In presenting the report, members noted the impact outlined in terms of the existing allocation of seats on those Sub Committees of General Purposes Committee to which the political balance rules applied, based on the revised overall composition of political groups.

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 8 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 needing to be made in relation to the Sub Committees appointed by the General Purposes Committee, as a result of the review of representation of Political Groups on its Sub Committees.

As a result, it **RESOLVED** to agree the following change in appointments to the General Purposes Sub-Committees:

### **Senior Staff Appointments Sub-Committee**

councillor Moeen to replace Councillor Farah (in his capacity as former Labour member) as a substitute member on the Committee

<b>M.BUTT (C)</b>	<b>LABOUR</b>
<b>M.PATEL (VC)</b>	<b>LABOUR</b>
<b>KANSAGRA</b>	<b>CONSERVATIVE</b>
<b>KRUPA SHETH</b>	<b>LABOUR</b>
<b>GRAHL</b>	<b>LABOUR</b>

#### **SUBSTITUTE MEMBERS:**

**LABOUR:** BENE, DONNELLY-JACKSON, MOEEN, KNIGHT, NERVA, RUBIN  
**CONSERVATIVE:** MAURICE, MISTRY

### **Senior Staff Appeals Sub-Committee**

Councillor Moeen to replace Councillor Farah (in his capacity as former Labour member) as a substitute member on the Committee

<b>M.BUTT (C)</b>	<b>LABOUR</b>
<b>M.PATEL (VC)</b>	<b>LABOUR</b>
<b>KANSAGRA</b>	<b>CONSERVATIVE</b>
<b>KRUPA SHETH</b>	<b>LABOUR</b>
<b>GRAHL</b>	<b>LABOUR</b>

**SUBSTITUTE MEMBERS:**

**LABOUR:** BENEA, DONNELLY-JACKSON, MOEEN, KNIGHT, NERVA, RUBIN  
**CONSERVATIVE:** MAURICE, MISTRY

**Brent Pension Fund Sub-Committee**

- Councillor Ahmadi Moghaddam to be reappointed to fill the seat released by the Labour Group as a representative of the Greens.
- The substitute position held by Councillor Ethapemi (in his capacity as a former Labour member) be replaced by a Labour Group vacancy.
- Councillors Farah and Mitchell to be appointed to the two substitute member positions allocated to the Green Group on the Sub Committee

<b>JOHNSON (C)</b>	<b>LABOUR</b>
<b>KENNELLY (VC)</b>	<b>LABOUR</b>
<b>AHMADI MOGHADDAM</b>	<b>GREEN</b>
<b>CHOUDRY</b>	<b>LABOUR</b>
<b>CRABB</b>	<b>LABOUR</b>
<b>KANSAGRA</b>	<b>CONSERVATIVE</b>
<b>MOLLOY</b>	<b>LABOUR</b>

**Co-Opted non-voting:**

**ELIZABETH BANKOLE** (UNISON)

**SUBSTITUTE MEMBERS:**

**LABOUR:** DIXON, MAHMOOD, SHAH, VACANCY  
**CONSERVATIVE:** MAURICE, J.PATEL  
**GREEN:** FARAH, MITCHELL

**Brent Pension Board**

**FULL MEMBERS:**

<b>DAVID EWART (C)</b>	<b>INDEPENDENT CHAIR (31.07.2025)</b>
<b>KABIR</b>	<b>LABOUR</b>
<b>SMITH</b>	<b>LABOUR</b>
<b>CHRIS BALA</b>	<b>PENSION SCHEME MEMBER</b>
<b>BOLA GEORGE</b>	<b>TRADE UNION (UNISON) MEMBER</b>
<b>ROBERT WHEELER</b>	<b>TRADE UNION (GMB) MEMBER</b>
<b>VACANCY</b>	<b>EMPLOYER MEMBER (NON-BRENT COUNCIL)</b>

**SUBSTITUTE MEMBERS:**

No provision is included within the Boards 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**

No items of urgent business were raised at the meeting.

The meeting closed at 9.34 am

COUNCILLOR MUHAMMED BUTT  
Chair

 <b>Brent</b>	<b>General Purpose Committee</b> 30 March 2026
	<b>Report from the Director of Adult Social Care</b>
	<b>Lead Member – Cabinet Member for Adult Social Care, Public Health and Leisure (Councillor Neil Nerva)</b>
<b>Approval to make Severance Payments - Adult Social Care Senior Management Restructure</b>	
<b>Wards Affected:</b>	N/A
<b>Key or Non-Key Decision:</b>	Not Applicable
<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)	Claudia Brown: Director Adult Social Care 0208937 2322 Claudia.Brown@brent.gov.uk

## 1.0 Executive Summary

- 1.1 This report seeks GPC approval for the proposed redundancies resulting from the implementation of the new Adult Social Care (ASC) Senior Management Structure, following completion of the formal consultation process (21 January – 18 February 2026).

- 1.2 The restructure is designed to strengthen operational alignment with the resident journey, reduce duplication, improve strategic oversight, and address longstanding inefficiencies across senior management arrangements.
- 1.3 Competitive assimilation, job matching and ring-fencing processes have now concluded. A number of existing senior managers were unsuccessful in securing suitable alternative roles within the new structure. This report therefore seeks GPC approval to proceed with the related redundancy and severance arrangements.

## **2.0 Recommendation(s)**

GPC is asked to:

- 2.1 Approve the redundancies set out in Appendix A (Exempt) associated with the implementation of the ASC Senior Management restructure.
- 2.2 Approve the associated redundancy, severance and pension strain costs as required under the Council's Pay Policy, Local Government Pension Scheme regulations, and constitutional requirements relating to senior officer payments.
- 2.3 To note that the payment does 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 Adult Social Care Senior Management Restructure directly supports the ambitions of the Brent Borough Plan by strengthening the council's ability to deliver high quality, resident focused services. The restructure establishes a clearer, more streamlined leadership model that aligns with the resident journey, mirroring the Borough Plan's emphasis on prevention, early intervention, and improved access to services. By consolidating functions, reducing duplication, and strengthening operational oversight, the new structure improves the council's capacity to deliver consistent, timely, and person-centred support for residents with care and support needs. This addresses Borough Plan priorities around reducing inequalities, improving life chances, and ensuring vulnerable residents receive coordinated, effective support at the earliest possible stage.
- 3.1.2 The report also contributes to the Borough Plan's objectives on financial sustainability, organisational resilience, and delivering modern, efficient public services. The restructure creates a more coherent senior leadership framework that enhances accountability, strengthens professional governance, and embeds transformation and quality improvement functions, directly supporting the Borough Plan's commitment to building a high performing, future ready council. The planned savings from 2028/29, alongside a stronger focus on prevention and demand management, align with the borough's strategic aim of

managing rising pressures in adult social care while protecting frontline delivery. The report demonstrates ASC's role in enabling a stable, efficient, and resident centred organisation that can meet Brent's long-term priorities.

## **3.2 Background and Rationale for Change**

3.2.1 The ASC Senior Management Restructure was launched to resolve operational and customer journey misalignment, address fragmented leadership among five Heads of Service, clarify professional pathways, eliminate duplication and ambiguous accountability, and reduce financial inefficiencies caused by redundant management roles. The restructure also aimed to strengthen service leadership. It was highlighted in the consultation report from February 2026, staff supported structural reform, improved clarity, enhanced professional leadership, and greater integration of care pathways.

## **3.3 Final Structure and Job Matching Outcomes**

3.3.1 As a result, a number of managers must now exit the organisation by redundancy. Following the completion of job matching, ring-fencing and competitive assimilation processes, only one candidate secured the position of Deputy Director – Prevention, Early Intervention & Acute Services. No candidates were successful in the competitive assimilation for the Deputy Director – Ongoing Support & Specialist Services role, nor did any candidates secure the Head of Service – Quality & Improvement position. Although all Service Managers have been successfully assimilated. As a result, there are no suitable alternative roles within the Head of service grade. Consequently, a number of senior managers are now required to leave the organisation through redundancy.

## **3.4 Summary of Redundancy Situation**

The affected individuals have all been through:

- Formal job matching
- Competitive assimilation (where applicable)
- Ring-fenced interviews
- Redeployment search
- Consideration of voluntary redundancy applications

None of the unsuccessful individuals have been able to secure an alternative role within ASC or the wider council that is suitable, at grade, or reasonable. Notice letters will be issued on 30 March 2026.

## **3.5 Recruitment and Appointment Outcomes**

3.5.1 All senior managers were given the opportunity to apply for the newly created Deputy Director and Head of Service posts. Following the selection process, one individual was successfully appointed to the role of Deputy Director (Prevention, Early Intervention & Acute).

3.5.2 No internal candidates were appointed to either the Head of Service positions or the Deputy Director (Ongoing Support & Specialist Services) post. The panel determined that the unsuccessful applicants did not sufficiently demonstrate the required skills to oversee the expanded portfolios, lead system-wide transformation, or provide senior leadership across multiple disciplines.

3.5.3 At present, there are no alternative senior management roles at the relevant grade available within Adult Social Care. All potential redeployment options have been thoroughly explored and considered.

### **3.6 Rationale Supporting Redundancy Recommendations**

3.6.1 The following factors justify approval:

- The restructure delivers a more coherent, resident-aligned model
- Professional leadership capacity is strengthened in OT, social work, transformation and performance
- Senior portfolios are modernised to reflect statutory and crisis-response pressures
- Savings (from 2028/29) will be achieved through a reduced number of senior posts
- Consultation feedback has been fully incorporated
- Job matching and redeployment processes have been fairly and transparently applied
- Failure to progress redundancies would undermine the viability of the new structure and delay implementation

### **4.0 Financial Implications**

4.1 The total cost of the redundancies is £0.3m, inclusive of redundancy payments, severance and pension strain.

4.2 The cost will be funded from the ASC budget. It is important to note that the current ASC budget is forecasting an overspend for 2025/26, however as these costs are one off, they do not add to the baseline budget or have an ongoing revenue implication.

4.3 The new structure proposes a reduction in the establishment cost estimated at £0.1m per annum once fully implemented. The current estimated cost for redundancy, severance and pension strain is higher than the estimated future savings from the restructure, resulting in a payback period of three years. In aggregate this is longer than the usual two-year payback period considered for voluntary redundancy, however this restructure is critical to transform and enhance service delivery.

### **5.0 Legal Implications**

5.1 The Council must comply with the Local Government Pension Scheme Regulations, Managing Change Policy, and constitutional requirements for approval of severance payments.

- 5.2 Where payments exceed the statutory thresholds, General Purpose Committee approval is required.
- 5.3 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.
- 5.4 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.
- 5.5 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.
- 5.6 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.
- 5.7 Other legal implications are contained in the body of the report.

## **6.0 Equality Implications**

- 6.1 An Equality Impact Assessment (carried out by the Director of ASC) confirms no adverse impact on protected groups.
- 6.2 All decisions, scoring and job matching have been assessed as fair, transparent and non-discriminatory.

## **7.0 Consultation with Ward Members and Stakeholders**

- 7.1 Trade unions have been involved throughout.
- 7.2 Affected staff have been consulted formally and individually, with feedback incorporated into the final structure.

## **8.0 Staffing/Accommodation Implications (if appropriate)**

- 8.1 Four senior managers will exit the organisation under redundancy.

8.2 Implementation will be complete by **31 March 2026**, enabling transition to the new structure from 1 April.

**Report sign off:**

***Claudia Brown***

Director of Adult Social Care

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

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 <b>Brent</b>	<b>General Purposes Committee</b> 30 March 2026
	<b>Report from Head of Paid Service</b>
	<b>Lead Member – Cabinet Member for Housing</b> <b>(Councillor Fleur Donnelly-Jackson)</b>
<b>Approval to Make Severance Payment</b>	

<b>Wards Affected:</b>	N/A
<b>Key or Non-Key Decision:</b>	Not Applicable
<b>Open or Part/Fully Exempt:</b> (If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)	Part 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 payment
<b>Background Papers:</b>	None
<b>Contact Officer(s):</b> (Name, Title, Contact Details)	Thomas Cattermole, Corporate Director, Residents and Housing Services 020 8937 5446 Thomas.Cattermole@brent.gov.uk

## 1.0 Executive Summary

1.0 This report seeks approval to make one severance payment, consisting predominantly of actuarial strain costs relating to the release of a pension on the basis that the employee's post is redundant. As the pension strain costs, which the council is required to meet under the Local Government Pension Scheme, exceed £100,000, the General Purposes Committee is asked to approve the payment.

## 2.0 Recommendations

2.1 To approve the severance payment set out in the exempt Appendix to this report.

2.2 To note that the payment does 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 original housing restructure focused services into a resident centric reorganisation, 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 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. A restructure within Housing was therefore undertaken 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 the restructure was implemented in 2024, following a consultation period, ten volunteers came forward to request redundancy. Of these ten, one required approval from the Committee which was granted. Although the employee's post was identified as redundant at that time, the employee was retained on a temporary basis to support the implementation of the new structure, ensure continuity of service, and minimise operational disruption during a period of significant change. This arrangement deferred, but did not remove, the redundancy situation affecting the post.

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 the severance payment facilitated the implementation of the new Housing Management Service structure and reduced the need for a compulsory redundancy process. The employee has now completed the transitional support required, and the role is no longer required within the new structure, with no ongoing business need for the post. As the employee remained in post beyond the original approval solely to support service continuity during implementation, a fresh report to the General Purposes Committee is required to approve the redundancy dismissal and associated severance payment at the point it now takes effect.

#### **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 delivers an overall reduction in staffing, resulting in an ongoing reduction in the establishment cost estimated at £0.67m per annum. The one-off costs associated with redundancy, severance and pension strain are lower than the estimated future savings from the restructure. As a result the proposals represent value for money, with the initial costs expected to be recovered within approximately one year.
- 5.3 Estimated restructure costs will be realised before savings from the restructure is achieved, therefore any shortfall arising from termination payments will be met from earmarked reserves, in line with the Council's financial strategy and existing budget provisions.

#### **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 the proposed payment.

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 was completed prior to and during the restructure.

## **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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