



General Purposes Committee

Wednesday 28 October 2026 at 12.00 pm

**Members Suite - 4th Floor, Brent Civic Centre,
Engineers Way, Wembley, HA9 0FJ**

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

Agenda Update: Please note this meeting is not scheduled to be webcast due to the location of the meeting room.

Membership:

Members

Councillors:

M Butt (Chair)
Grahl (Vice Chair)
Johnson
Kansagra
Knight
Clinton
Georgiou
Perrin

Substitute Members

Councillors:

Amadi, Dixon, Kelcher and Rubin

Councillors:

Mishra and A Patel

Councillors:

Lorber and Unger

Councillors:

Ahmadi Moghaddam and Mitchell

For further information contact: Rebecca Reid, Governance Officer
Tel: 020 8937 2469, Email: 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 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 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 Monday 7 September 2026 as a correct record.	
5 Matters arising (if any) To consider any matters arising from the minutes of the previous meeting.	
6 Interim and Permanent Arrangements for the Monitoring Officer Role	5 - 8
This report informs the General Purposes Committee that the Director of Law left the Council by mutual agreement on 30 September 2026. The Director of Law post holds the Council's statutory Monitoring Officer position with the report detailing the arrangements to maintain continuous cover for the statutory Monitoring Officer role and arrangements being made to recruit and fill the position on a permanent basis in order to ensure the Council continues to meet its legal and constitutional obligations.	
7 Appointment of Interim Director of Inclusive Regeneration and Climate Action	9 - 12
The purpose of this report is to note that the Chief Executive will be appointing an interim Director of Inclusive Regeneration & Climate Action, until 31 March 2027 with details also provided on the proposals to recruitment to the substantive post on a permanent basis.	

8 Appointments to Sub-Committees / Outside Bodies

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

9 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.

10 Exclusion of Press and Public

No items have been identified in advance of the meeting that will require the exclusion of the press or public.



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

- Members of the public are invited to contact the Governance Officer (details above) to arrange access to the meeting room. Seats will be provided for members of the public.



LONDON BOROUGH OF BRENT

MINUTES OF THE GENERAL PURPOSES COMMITTEE

Held in the Conference Hall, Brent Civic Centre on Monday 7 September 2026
at 11:15 am

PRESENT: Councillor M Butt (Chair), Councillor Grahl (Vice-Chair) and Councillors Georgiou, Johnson, Knight and Perrin.

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

Apologies for absence were received from Councillors Clinton and Kansagra.

2. **Declarations of interests**

There were no declarations of interests made during the meeting.

3. **Deputations (if any)**

There were no deputations received.

4. **Minutes of the previous meeting**

It was **RESOLVED** that the minutes of the previous meeting held on Monday 27 July 2026 be approved as a correct record.

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

There were no matters arising.

6. **Approval to make Severance Payment Report**

Minesh Patel (Corporate Director Finance and Resources) followed by Councillor Grahl (Deputy Leader and Cabinet Member for Finance & Resources) introduced a report seeking approval for one severance payment arising from the voluntary redundancy of an employee's post. The payment consisted of an actuarial strain cost associated with the early release of pension benefits with approval required from the General Purposes Committee given the costs exceeded £100,000.

In presenting the report, members were advised that the Shared Technology Service (STS) was a shared IT service provided for Brent, Lewisham, and Southwark Councils governed by an Inter Authority Agreement between the three Councils and a Joint Committee of two members from each Council and the Executive Directors. The apportioned contributions relating to the severance payment were as follows: Brent £67,024, Lewisham £70,906 and Southwark £107,822.

It was additionally noted that when all associated costs were taken into account, including the severance payment, the total costs were approximately as follows: Brent £70,000, Lewisham £80,000 and Southwark £120,000. It was further advised that the restructure and severance payment was expected to generate annual savings of approximately £156,000 for Brent Council and formed part of the Council's efficiency savings proposals relating to digital services. It was also stated that the associated payback period was expected to be within 2 years and, on that basis, the proposal was considered to represent value for money.

In continuing the introduction, members were advised that the proposal demonstrated the Council's ongoing review of its senior staffing structure and reflected efforts to establish a more streamlined management arrangement. It was further noted that the proposal represented an example of delivering value for money and that the employee concerned had agreed to voluntary redundancy.

Having thanked Minesh Patel (Corporate Director Finance and Resources) and Councillor Grahl (Deputy Leader and Cabinet Member for Finance & Resources) for introducing the report, the Chair then moved on to invite questions from the Committee, with the following comments highlighted:

- Clarification was sought on why the severance payment had not been referred to Full Council for approval. In response, Marsha Henry (Director of Law) advised that the severance payment policy approved by Full Council in February 2026 delegated authority for the approval of severance payments exceeding £100,000 to the General Purposes Committee. It was explained that, given the value of the payment in question, consideration by the General Purposes Committee was within its delegated remit with payments of £100,000 and above, governed by the Council's Payment Policy. It was reiterated that Full Council had delegated authority for such decisions to be taken by the General Purposes Committee.

Minesh Patel (Corporate Director Finance and Resources) further advised that the individual concerned was an employee of the Council and that, given the total cost exceeded £100,000, it was considered good practice for the approval request to be referred to the General Purposes Committee for consideration to ensure openness, transparency and accountability.

Having thanked all those involved for their contributions to the discussion and consideration of the item, it was **RESOLVED**:

- (1) To approve the severance payment as detailed in the exempt Appendix 1 to the report associated with the implementation of the Shared Service Senior Leadership team restructure.
- (2) To 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.
- (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.

7. **Exclusion of Press and Public**

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

8. **Any other urgent business**

No items of urgent business were raised at the meeting.

The meeting closed at 11:25 am

COUNCILLOR MUHAMMED BUTT
Chair

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	General Purposes Committee 28 October 2026
	Report from the Corporate Director Finance & Resources
	Deputy Leader and Cabinet Member Finance & Resources (Councillor Gwen Grahl)
Interim and Permanent Arrangements for the Monitoring Officer Role	
Wards Affected:	All
Key or Non-Key Decision:	Not Applicable
Open or Part/Fully Exempt: <small>(If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)</small>	Open
List of Appendices:	None
Background Papers:	None
Contact Officer(s): <small>(Name, Title, Contact Details)</small>	Minesh Patel, Corporate Director, Finance & Resources 020 8937 4043 Minesh.Patel@brent.gov.uk Musrat Zaman, Director HR & OD 020 8937 4081 Musrat.Zaman@brent.gov.uk

1.0 Executive Summary

- 1.1 This report informs the General Purposes Committee that the Director of Law left the Council by mutual agreement on 30 September 2026. The Director of Law post holds the Council's statutory Monitoring Officer position.
- 1.2 This report sets out the arrangements to maintain continuous cover for the statutory Monitoring Officer role. To ensure the Council continues to meet its legal and constitutional obligations, The Head of Law, Litigation and Dispute Resolution will serve as Monitoring Officer on an interim basis while an external recruitment exercise is undertaken.
- 1.3 The permanent appointment will be made by the Senior Staff Appointments Sub-Committee following completion of the recruitment process.

2.0 Recommendation(s)

That General Purposes Committee note:

- 2.1 That the Director of Law and Monitoring Officer left the Council by mutual agreement on 30 September 2026.
- 2.2 The Chief Executive's decision to appoint and designate the Head of Law, Litigation and Dispute Resolution as interim Director of Law and Monitoring Officer.
- 2.3 That an external recruitment process will commence imminently and that the Senior Staff Appointments Sub-Committee will make the permanent appointment.

3.0 Background

Contribution to Borough Plan Priorities & Strategic Context

- 3.1 Section 5 of the Local Government and Housing Act 1989 requires every relevant authority to designate one of its officers as Monitoring Officer and to provide that officer with sufficient staff, accommodation and other resources to discharge the statutory functions. Brent's Constitution reflects this requirement by identifying the Monitoring Officer as a statutory officer and by providing for the role within the Council's governance and decision-making arrangements.

Detail

- 3.2 The Director of Law left the Council on 30 September 2026 by mutual agreement. The Monitoring Officer is one of the Council's statutory chief officer roles and cannot be undertaken by the Head of Paid Service (Chief Executive) or the s151/Chief Officer (Corporate Director of Finance and Resources).
- 3.3 The Monitoring Officer has a number of personal statutory duties and responsibilities including reporting to the Council where they consider that any proposal, decision or omission has given rise to, or is likely to give rise to, unlawfulness or maladministration; upholding and promoting high standards of conduct for councillors and the lawful and effective operation of the Council's Constitution.
- 3.4 It is necessary to designate an interim Monitoring Officer to ensure that the Council continues to meet its statutory and constitutional obligations without interruption. Continuous cover is required so that the Council has access to independent legal and governance advice, decisions and proposals can be reviewed for lawfulness, and any concerns requiring action or a statutory report can be addressed promptly.
- 3.5 The interim arrangement will therefore comply with legislation, safeguard effective governance, support continuity in the Council's decision-making and

standards framework, and avoid a vacancy in this essential statutory role while an open recruitment process is completed.

4.0 Stakeholder and ward member consultation and engagement

None associated with the content of this report.

5.0 Financial Considerations

5.1 The costs associated with the interim Director of Law will be met from existing approved staffing budgets.

5.2 There are no additional financial implications arising directly from the recommendations contained in this report.

6.0 Legal Considerations

6.1 The appointment of a Director is subject to the Council's Constitution and applicable employment legislation.

6.2 Under Part 2, Standing Order 76(i) of the Council's Constitution, the decision to appoint an interim Monitoring Officer may be made by the Chief Executive for an interim or fixed term period up to a year.

6.3 Senior Management posts, which are subject to the requirements of Standing Order 76 are set out in Standing Order(SO) 75. SO 75(b)(v) includes the post of Monitoring Officer, while Standing Order 75(b)(vi) includes any Director reporting directly to a Corporate Director.

6.4 Pursuant to the Human Resources and Organisational Development Recruitment and Selection Policy and Procedures September 2026, for interim and fixed term appointments para 5.3 states:

“upon appointment, the Chief Executive shall inform the General Purposes Committee setting out the selection process and timescales for a permanent appointment. Any proposal to extend interim arrangements beyond one year shall be reported to the General Purposes Committee”.

7.0 Equity, Diversity & Inclusion (EDI) Considerations

7.1 The recruitment and selection process will follow the Council's Recruitment and Selection Policy ensuring our equity, diversity and inclusion commitments, relevant employment legislation and Equality Act are met.

7.2 There are no specific adverse equality implications arising from the recommendation in this report.

8.0 Climate Change and Environmental Considerations

None associated with the content of this report.

9.0 Human Resources/Property Considerations

- 9.1 The recommendations will ensure continued senior leadership capacity within Finance and Resources and support continuity of service delivery pending completion of substantive recruitment processes for both posts.
- 9.2 There are no additional staffing or accommodation implications arising from the recommendation.

10.0 Communication Considerations

None associated with the content of this report.

Report sign off:

Minesh Patel

Corporate Director, Finance & Resources

	General Purposes Committee 28 October 2026
	Report from the Corporate Director of Neighbourhoods and Regeneration
	Deputy Leader and Cabinet Member for Finance & Resources (Cllr Gwen Grahl)
Appointment of Interim Director of Inclusive Regeneration & Climate Action	
Wards Affected:	All
Key or Non-Key Decision:	Not Applicable
Open or Part/Fully Exempt: <small>(If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)</small>	Open
List of Appendices:	None
Background Papers:	None
Contact Officer(s): <small>(Name, Title, Contact Details)</small>	Jehan Weerasinghe, Corporate Director, Neighbourhoods and Regeneration 020 8937 3835 Jehan.Weerasinghe@brent.gov.uk

1.0 Executive Summary

- 1.1 The purpose of this report is to note that the Chief Executive will be making a decision to appoint an interim Director of Inclusive Regeneration & Climate Action, until 31 March 2027.
- 1.2 The Council intends to commence recruitment to the substantive Director of Planning, Building Control & Climate role imminently, with the aim of the Senior Staff Appointments Sub-Committee making the permanent appointment.

2.0 Recommendation(s)

Members of the General Purposes Committee are asked to note:

- 2.1 That the Director Inclusive Regeneration & Climate Action will leave the Council by mutual agreement on 30 October 2026.

- 2.2 The Chief Executive's decision to make an interim appointment to the post of Director of Inclusive Regeneration & Climate Action, until 31 March 2027, or until the substantive postholder takes up appointment, whichever is sooner.
- 2.3 The Chief Executive may extend the interim appointment up to a maximum of 12 months.
- 2.4 The Corporate Director of Neighbourhoods and Regeneration, in consultation with the Director of HR &OD, will complete all necessary contractual and employment arrangements associated with any extension for less than one year.
- 2.5 A recruitment process will commence imminently and that the Senior Staff Appointments Sub-Committee will make the permanent appointment.

3.0 Background

Contribution to Borough Plan Priorities & Strategic Context

- 3.1 The Director of Inclusive Regeneration & Climate Action has responsibility for providing strategic and operational leadership across a range of key Council services, including planning and development, building control, urban design, environmental strategy, climate action and energy services. The role also provides senior leadership in delivering the Council's sustainability and net zero ambitions.
- 3.2 The position plays an important role in supporting the Council's growth and regeneration priorities, overseeing the effective delivery of planning and development services, maintaining high standards of building safety and regulatory compliance, and driving improvements in the quality of the built environment.
- 3.3 The role also has responsibility for leading the Council's climate action agenda, supporting the implementation of its Climate Emergency Strategy and ensuring that environmental sustainability is embedded across relevant services and corporate priorities.

Detail

- 3.4 The current Director Inclusive Regeneration & Climate Action is leaving the Council on 30 October 2026 by mutual agreement. Their role is a senior leadership position within the Neighbourhoods and Regeneration department, reporting directly to the Corporate Director of Neighbourhoods and Regeneration.
- 3.5 Given the breadth and significance of their responsibilities, it is important that appropriate senior leadership arrangements remain in place to maintain effective service delivery, ensure continuity of strategic decision-making and provide oversight of the Council's statutory and regulatory obligations.

- 3.6 An interim appointment is therefore proposed until 31 March 2027 to provide leadership stability and management capacity whilst arrangements are made to recruit to the substantive position.
- 3.7 During this period, the Council intends to undertake recruitment to the substantive Director of Inclusive Regeneration & Climate Action post, with the aim of securing a permanent appointment before the interim arrangement concludes.
- 3.8 The proposed interim appointment will enable the Council to maintain momentum across key priorities, including planning performance, building control, regeneration, environmental sustainability and climate action, whilst ensuring continued accountability and effective management of resources.
- 3.9 The proposed arrangement will also provide sufficient flexibility to accommodate the substantive recruitment process and any associated notice period, reducing the risk of a gap in senior leadership.

4.0 Stakeholder and ward member consultation and engagement

None associated with the content of this report.

5.0 Financial Considerations

- 5.1 The costs associated with the proposed interim appointment are expected to be met from existing approved staffing budgets within the Neighbourhoods and Regeneration department, subject to confirmation by Finance.
- 5.2 There are no additional financial implications arising directly from the recommendations contained in this report.

6.0 Legal Considerations

- 6.1 The appointment of a Director is subject to the Council's Constitution and applicable employment legislation.
- 6.2 Under Part 2, Standing Order 76(i) of the Council's Constitution, the decision to appoint an interim Director may be made by the Chief Executive for an interim or fixed term period up to a year.
- 6.3 Senior Management posts, which are subject to the requirements of Standing Order 76 are set out in Standing Order (SO) 75. Standing Order 75(b)(vi) includes any Director reporting directly to a Corporate Director.
- 6.4 Pursuant to the Human Resources and Organisational Development Recruitment and Selection Policy and Procedures September 2026, for interim and fixed term appointments para 5.3 states:

“Upon appointment, the Chief Executive shall inform the General Purposes Committee setting out the selection process and timescales for a permanent

appointment. Any proposal to extend interim arrangements beyond one year shall be reported to the General Purposes Committee”.

7.0 Equity, Diversity & Inclusion (EDI) Considerations

- 7.1 The recruitment and selection process has been undertaken in accordance with the Council's equity, diversity and inclusion commitments and relevant employment legislation.
- 7.2 There are no specific adverse equality implications arising from the recommendation in this report.

8.0 Climate Change and Environmental Considerations

None associated with the content of this report.

9.0 Human Resources/Property Considerations

- 9.1 The proposed interim appointment will ensure continuity of senior leadership within the Neighbourhoods and Regeneration department and maintain effective management and oversight of planning, building control, climate action and sustainability services pending the appointment of a substantive Director.
- 9.2 There are no additional staffing or accommodation implications arising from the recommendation.

10.0 Communication Considerations

None associated with the content of this report.

Report sign off:

Jehan Weerasinghe

Corporate Director, Neighbourhoods and Regeneration