



## LONDON BOROUGH OF BRENT

### MINUTES OF THE GENERAL PURPOSES COMMITTEE

Held in the Conference Hall, Brent Civic Centre on Monday 30 March 2026 at 9.30 am

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

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

Apologies for absence were received from Councillor Krupa Sheth.

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 19 January 2026 be approved as a correct record.

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

There were no matters arising.

6. **Approval to make Severance Payments - Adult Social Care Senior Management Restructure**

Claudia Brown (Director Adult Social Care) introduced a report seeking 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). Members were advised that as the pension strain costs, which the council was required to meet under the Local Government Pension Scheme, exceeded £100,000, General Purposes Committee would be required to approve the payments identified.

In presenting the report, members were advised of the background and rationale supporting the restructure which had been designed to strengthen operational alignment with the resident journey, reduce duplication, improve strategic oversight, and address longstanding inefficiencies across senior management arrangements.

Confirmation was also provided regarding the approach adopted in terms of the restructure involving competitive assimilation, job matching and ring-fencing processes all of which had been completed in accordance with organisational policy. As a result, whilst one candidate had been able to secure a position within the new structure the others had been unsuccessful in being able to secure alternative roles available leading to the related redundancy and severance arrangements General Purpose Committee was being requested to approve. In outlining the rationale supporting the restructure and proposals within the report (as detailed within section 3.6 of the report) members were advised that the restructure had been designed to deliver a more coherent, resident-aligned model with notice periods for redundancy aligned with the commencement of the new structure and financial year.

Having thanked Claudia Brown for introducing the report, the Chair then moved on to invite questions and comments from the Committee, with the following comments highlighted:

- Members sought assurance that the continuation of service improvement would not be compromised following the restructure and resulting redundancies. In response, Claudia Brown (Director Adult Social Care) advised that the restructure had been designed to resolve operational and customer journey misalignment whilst also addressing senior leadership capacity, clarifying professional pathways, eliminating duplication and enhancing accountability with capacity being enhanced at service manager level designed to support the continued improvement of service quality and financial efficiencies.

Having thanked all those involved their contributions to the discussion and consideration of the item and noted the exempt information contained within the appendix to the report, it was **RESOLVED**:

- (1) To approve the redundancies set out in Appendix A of the report (containing exempt information) associated with the implementation of the ASC Senior Management 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 payments 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.
- (4) As an additional recommendation, it was also agreed to delegate authority to the Head of Paid Service to approve the severance amount due to Employee B once the precise figure had been received.

## 7. **Approval to Make Severance Payment Housing Management Service**

Councillor Donnelly-Jackson and Tom Cattermole (Corporate Director Residents and Housing Service) introduced a report seeking 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 was redundant. As the pension strain costs, which the council was required to meet under the Local Government Pension Scheme, exceeded £100,000, General Purposes Committee was required to approve the payment.

In presenting the report, members were advised of the background and rationale supporting the restructure within housing management from which the redundancy had arisen which had been designed to strengthen operational alignment with the resident journey, reduce duplication and improve strategic oversight in relation to tenant satisfaction and regulatory oversight. Whilst the restructure had been implemented in 2024, the individual for which redundancy was approved at the time had subsequently been 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 which resulted in a deferment of the original redundancy situation affecting the post. Members were advised, however, that the requirement for the transitional support being provided through the employee within the new structure had now ceased but as they had remained in post beyond the original approval solely to support service continuity during implementation, a fresh report to the General Purposes Committee had been required to approve the redundancy dismissal and associated severance payment at the point it would now take effect.

Having thanked Councillor Donnelly-Jackson and Tom Cattermole for introducing the report, the Chair then moved on to invite questions and comments from the Committee, with the following comments highlighted:

- The Committee noted that the employee in question had provided long service to the Council and expressed appreciation for their contribution to the housing service and support in implementation of the new structure.
- Members further commented on the movement towards a strengthened tenancy-based approach and welcomed the design of the original restructure to embed a more responsive model of tenancy management and to support tenants more closely and effectively.

Having thanked all those involved their contributions to the discussion and consideration of the item and having noted the exempt information contained within the appendix to the report, it was **RESOLVED**:

- (1) To approve the severance payment as set out in the exempt Appendix to the report.
- (2) To note that the payment in (1) above would 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.

## 8. **Exclusion of Press and Public**

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

9. **Any other urgent business**

No items of urgent business were raised at the meeting.

The meeting closed at 9:40 am

COUNCILLOR MUHAMMED BUTT  
Chair