



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