



LONDON BOROUGH OF BRENT

MINUTES OF THE GENERAL PURPOSES COMMITTEE Monday 21 May 2018 at 5.00 pm

PRESENT: Councillors M Butt (Chair), McLennan (Vice-Chair), Colwill, Farah, Krupa Sheth, Tatler and Southwood

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

Apologies for absence were received from Councillors Agha and Hirani, with Councillor Southwood being present as a substitute.

2. **Declarations of interests**

There were no declarations of interests made by Members.

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 26 March 2018, be approved as an accurate record.

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

There were no matters arising.

6. **Market Supplements policy**

Martin Williams (the Council's Senior HR Transformation Lead) introduced the report proposing the introduction of a new Market Supplements policy to help address the difficulties being experienced in recruiting to some specific technical and professional roles.

Mr Williams stated that as a result of the economic recession and consequent changes to the jobs market from 2010, market supplement payments had been mostly phased out in Brent Council. Members were advised that a protocol for agreeing such payments in exceptional cases had been retained and market supplement payments were made to particular social work posts.

Mr Williams stated that the Protocol adopted in 2009 required all new market supplement payments to be approved by the General Purposes Committee. Members were informed that the jobs market had become more buoyant in recent

years and there were a number of posts it had proved difficult to recruit to at the salary level indicated by the evaluated grade. This had resulted in the use of agency staff and interims to cover vacancies, often at significantly higher cost.

Mr Williams stated that it was therefore proposed that a new Market Supplement Policy be adopted to allow market supplement payments to be approved by the Chief Executive, unless the proposed supplement exceeded specified parameters in which case it would be referred to the General Purposes Committee for approval.

Under the draft policy all market supplements must be the subject of HR and financial advice, and must be authorised by the relevant Strategic Director, before being submitted to the Chief Executive to approve or reject, or, in specified cases, to refer to the General Purposes Committee.

Market supplements for posts graded Hay 3 or above would be taken to the General Purposes Committee. The Committee would also approve market supplements which increased a salary by more than a threshold amount or percentage which, because of the number of posts to which they would apply, would cost in excess of a threshold amount.

In order to ensure that the payment of each market supplement remained justified, no market supplement could be agreed for an initial period of more than two years and the business case for a market supplement would be subject to a review after 12 months, if the supplement was agreed for a longer period than one year. The time-limited nature of a market supplement and the provision for review would be specified in the contract of employment of employees to whom it would be paid.

RESOLVED:

- (i) The contents of the Market Supplement Policy report be noted; and
- (ii) The Market Supplement Policy set out in Appendix A to the report be approved.

7. Review of Representation of Political Groups and Appointments

Councillor Butt, Leader of the Council, stated that at its meeting on 14 May 2018 Full Council reviewed and determined the representation of political groups on its main committees and subsequently agreed appointments in accordance with the wishes of the political groups concerned.

He stated that Members of the General Purposes Committee were now required to review and determine the representation of political groups on its Sub-committees and then make appointments giving effect to the wishes of the political groups.

RESOLVED:

- (i) The contents of the Review of Representation of Political Groups and Appointments report be noted;
- (ii) The size of each Sub-committee to be appointed by the Committee be agreed;

(iii) The allocation of seats to political groups on each of the Sub-committees be agreed in accordance with political balance rules.

(iv) Chairs and Vice-Chairs, Members and Substitutes be appointed to each Sub-committee as outlined in Minute Item 8.

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

RESOLVED that Members agree the following appointments to the General Purposes Sub-Committees:

SENIOR STAFF APPOINTMENTS SUB-COMMITTEE

M BUTT (C)	LABOUR
MCLENNAN (VC)	LABOUR
COLWILL	CONSERVATIVE
HIRANI	LABOUR
KRUPA SHETH	LABOUR

SUBSTITUTE MEMBERS:

LABOUR: AGHA, FARAH, M PATEL, SOUTHWOOD

CONSERVATIVE: KANSAGRA, MAURICE

SENIOR STAFF APPEALS SUB-COMMITTEE

M BUTT (C)	LABOUR
MCLENNAN (VC)	LABOUR
HIRANI	LABOUR
KANSAGRA	CONSERVATIVE
KRUPA SHETH	LABOUR

SUBSTITUTE MEMBERS:

LABOUR: AGHA, FARAH, M PATEL, SOUTHWOOD

CONSERVATIVE: COLWILL, MAURICE

BRENT PENSION FUND SUB-COMMITTEE

CHOUHARY (C)	LABOUR
ADEN (VC)	LABOUR
GBAJUMO	LABOUR
LO	LABOUR
MAURICE	CONSERVATIVE
PERRIN	LABOUR
SHAHZAD	LABOUR

CO-OPTED NON-VOTING:

FRANCESCA HAMMOND	(UNISON)
STEPHEN HOLLEY	(UNITED COLLEGES GROUP)

SUBSTITUTE MEMBERS:

LABOUR: CHOUDRY, KABIR, MCLEISH, NAHEERATHAN

CONSERVATIVE: COLWILL, KANSAGRA

BRENT PENSION BOARD

FULL MEMBERS:

**DAVID EWART (C)
CRANE
PERRIN**

**INDEPENDENT CHAIR
LABOUR
LABOUR**

**TREVOR DAWSON
BOLA GEORGE
EUTON STEWART
SEBASTIAN STEER**

**PENSION SCHEME MEMBER
TRADE UNION (UNISON) MEMBER
TRADE UNION (GMB) MEMBER
EMPLOYER MEMBER (NON-BRENT COUNCIL)**

SUBSTITUTE MEMBERS:

LABOUR: ADEN, CHOUDHARY

GENERAL NOTE

Please note the expiry date for the appointment of certain Independent Co-opted Members is automatically extended until the Annual Council Meeting in 2019, as per standing order 50.

9. Any other urgent business

None.

The meeting closed at 5.09 pm

COUNCILLOR MUHAMMED BUTT
Chair