



CAMBRIDGESHIRE AND PETERBOROUGH COMBINED AUTHORITY BOARD	AGENDA ITEM No: 3
WEDNESDAY 13 FEBRUARY 2019	PUBLIC REPORT: Appendix 1 to this report contains exempt information relating to the employment status of individuals as defined by Paragraphs 1 of Schedule 12A of Part 1 of the Local Government Act 1972.

RESTRUCTURING OF MANAGEMENT AND DEPARTMENTS OF THE CAMBRIDGESHIRE AND PETERBOROUGH COMBINED AUTHORITY – CONSULTATION DRAFT

1.0 PURPOSE

The detail proposals for the restructuring of the Cambridgeshire and Peterborough Combined Authority.

<u>DECISION REQUIRED</u>	
Lead Member:	Mayor James Palmer
Lead Officer and Author:	John Hill, Interim Chief Executive
Forward Plan Ref: N/A	Key Decision: No
<p>The Employment Committee are requested to:-</p> <ul style="list-style-type: none"> (i) approve the proposals in Appendix 1 for consultations with affected staff (ii) instruct the Interim Chief Executive (JH) to provide a further update to the Committee on implementation of these proposals. 	<p><i>Voting arrangements</i></p> <p><i>Simple Majority</i></p>

2.0 BACKGROUND

2.1 On 27 June 2018 the Combined Authority approved the management and organisational structure. The Leaders of the constituent Councils have instructed the Interim Chief Executive to undertake a review of the CPCA organisation.

3.0 PROPOSALS

3.1 The consultation document detailed in Appendix 1 presents the Interim Chief Executive's proposed restructuring of the departments of the Combined Authority from 2019/20.

3.2 The consultation document includes key information to inform responses from affected staff, specifically:-

- Reasons and rationale for change
- Summary of proposals (Collective and specific individual staffing responses)
- Consultation Process
- Financial Appraisal
- Redundancy Process and Information including support to affected staff
- Appendices as detailed; specific individual staffing proposals, proposed organisational structure and draft job profiles.

3.3 All posts in the revised CPCA structure have been evaluated as a result of this exercise. Appendix 1 details these staff subject to the revised pay protection arrangements.

4.0 FINANCIAL IMPLICATIONS

4.1 In the structure report of June 2018, the full cost of that structure including Energy Hub and AEB posts was £6.3m. The gross salary costs (including NI and pensions) of these proposals are estimated at £4.8m, including assumption of 1.5% pay award, which represents a 24% reduction from the completed review. For information, the salary costs of the incorporated LEP staff (now within Business and Skills directorate) the Energy Hub for the wider South East area and newly dissolved AEB function amount to £1.8m (37% of the total salary budget).

5.0 APPENDICES (EXEMPT)

These appendices relate to the employment status of individual and is therefore exempt from disclosure.

5.1 Appendix 1 - Consultation Document (EXEMPT).

Annex 1 - Collective and specific individual staffing proposals

Annex 2 - Draft management and departmental structures

Annex 3 - Draft job profiles (New posts)

Annex 4 - Summary of new and deleted posts

Annex 5 - The New Combined Authority (First Principles)

<u>Source Documents</u>	<u>Location</u>
Cambridgeshire & Peterborough Combined Authority Board 27 June 2018 - Agenda Item 2.4	The Incubator 1st Floor Alconbury Weald Enterprise Campus
Employment Committee 14 November 2018 - Agenda Item 5	Alconbury Weald Huntingdon PE28 4WX