



<b>OVERVIEW AND SCRUTINY COMMITTEE</b>	<b>AGENDA ITEM No: 3</b>
<b>25<sup>th</sup> February 2019</b>	<b>PUBLIC REPORT</b>

**Call in of Item 3 on the Employment Committee agenda for the meeting on the 13<sup>th</sup> February 2019 - Restructuring of the Management and Departments of the Cambridgeshire and Peterborough Combined Authority**

**1.0 PURPOSE**

- 1.1 The purpose of the report is to consider a request to call-in a key decision made by the Combined Authority Board regarding the restructuring of the management and departments of the Cambridgeshire and Peterborough Combined Authority.

<b><u>Decision Required</u></b>
<b>Lead Officer: John Hill, Interim Chief Executive</b>
<b>Recommendations</b>  It is recommended that:  1) The Committee considers the request to call-in a decision taken by the Employment Committee regarding Item 3 on its agenda for the 13 <sup>th</sup> February 2019 meeting relating to the proposed restructure (Appendix 1)  a) if the Committee accepts the call in, the decision will be referred back to the Employment Committee for reconsideration, setting out its concerns.  b) if the Committee does not agree the call in the decision will be implemented.  2) The Committee considers any response provided by the interim Chief Executive of the Combined Authority at the meeting.

**2.0 BACKGROUND**

- 2.1 On the 13<sup>th</sup> of February 2019, the Employment Committee made a key decision relating to the proposed re-structure of the management and

departments of the Authority. In accordance with the constitution this decision was published on the 15<sup>th</sup> February 2019.

- 2.2 A request to call in a key decision requires at least five members of the committee to provide a written request setting out their reasons.

On the 15<sup>th</sup> of February 2019, the Chair, Councillor Lucy Nethsingha submitted an email to the Monitoring Officer setting out the reasons below for the call in. This was supported by Councillors; Sargeant, Murphy, Allen, Gehring, Bradley:

1. That the proposals do not include a director of finance
2. That the proposals do not include a director of transport
3. That the proposals do include a significant expansion of the Mayor's private office and a significant increase in the number of politically appointed staff.
4. That it would be better to wait until the new Chief Executive is in post before making decisions about the staffing structure, as the skills and experience of the Chief Exec could have important implications for staffing structure needed to support them.

- 2.3 A copy of the email requesting a call in is attached as Appendix 1, the report considered by the Board is attached at Appendix 2. The Appendix to the report to the Employment Committee is exempt.

- 2.4 After considering the request to call-in and all relevant advice, the Committee may either:

- (a) not agree to the request to call-in, the decision shall take immediate effect;
- (b) refer the decision back to the Board for reconsideration, setting out its concerns.

The Constitution states:

(i) A decision which has been endorsed by the Committee may be implemented immediately.

(ii) Where a decision has been referred back, the Combined Authority Board shall hold a meeting to reconsider the decision no later than 10 days after the date on which the recommendations of the Committee were received by the Combined Authority unless it is dealt with under the urgency provisions within the Constitution, where the matter becomes urgent.

(iii) The Combined Authority Board may confirm, amend or rescind the decision.

### **3.0 APPENDICES**

- 3.1 Appendix 1 – Email from the Chair of Overview and Scrutiny

Appendix 2 – Employment Committee Paper – Item 3 - Restructuring of the Management and Departments of the Cambridgeshire and Peterborough Combined Authority

<b><u>Source Documents</u></b>	<b><u>Location</u></b>
None	

**From:** Lucy Nethsingha <[lucynethsingha@icloud.com](mailto:lucynethsingha@icloud.com)>  
**Sent:** Friday, February 15, 2019 3:12 pm  
**To:** Anne Gardiner; Patrick Arran; Kim Sawyer  
**Cc:** Alan Sharp; C Boden; David Connor; D Hodgson; Douglas Dew; Ed Murphy; Cllr Chamberlain; June Stokes; Markus Gehring; Mike Bradley; Mike Sergeant; Cllr Allen; Tom Sanderson; Barry Chapman; Chris Morris; Dave Baigent; David Jenkins; Irene Walsh; Jon Neish; Julia Huffer; Lina Joseph; Maureen Davis; Peter Topping; Pippa Heylings; Sam Clark; Shaz Nawaz; Valerie Holt  
**Subject:** Call in of Staffing re-structure proposals

Dear Patrick,

I am writing to request that the decision of the Employment Committee on Wednesday 13th on the consultation on a staffing restructure be called in for Scrutiny by the Scrutiny Committee.

The reasons I would like to request this call in are:

1. That the proposals do not include a director of finance.
2. That the proposals do not include a director of transport.
3. That the proposals do include a significant expansion of the Mayor's private office and a significant increase in the number of politically appointed staff.
4. That it would be better to wait until the new Chief Executive is in post before making decisions about the staffing structure, as the skills and experience of the Chief Exec could have important implications for staffing structure needed to support them.

Yours sincerely  
Lucy Nethsingha