



AUDIT AND GOVERNANCE COMMITTEE	AGENDA ITEM:
31st MAY 2019	PUBLIC REPORT

STAFFING STRUCTRE UPDATE

1.0 PURPOSE

- 1.1 To provide the Audit and Governance Committee with an update of the proposed staffing structure for the Combined Authority.

<u>DECISION REQUIRED</u>	
From:	31st MAY 2019
Lead Officer:	Kim Sawyer – Interim Chief Executive
That the Committee notes the proposed staffing structure approved by the Employment Committee for consultation on the 13 th February 2019.	

2.0 BACKGROUND

- 2.1 On the 27 June 2018, the Combined Authority approved the first management and organisational structure of the Cambridgeshire and Peterborough Combined Authority (CPCA).
- 2.2 In September 2018, following their appointment as the interim Chief Executives, John Hill and Kim Sawyer were tasked with undertaking a review of the organization. This included a further review of the staffing structure. Mr John Hill undertook a 'root and branch' review of the CPCA staffing structure and put together proposals to begin a consultation on a revised structure.
- 2.3 On the 13th February 2019, the Employment Committee considered the Interim Chief Executive's consultation paper for the restructuring of the departments of the Combined Authority.
- 2.3 Members of the Overview and Scrutiny Committee requested to call-in the decision made by the Employment Committee in accordance with the Constitution. After considering the request to call-in and all relevant advice, the Committee resolved:

- (a) not to agree to the request to call-in and therefore the decision would take immediate effect;
- 2.5 The proposed new structure is therefore still in the process of consultation with staff. The proposed structure can be viewed at the following link:
[Overview and Scrutiny Agenda 25th February 2019](#)
- 2.6 The consultation period closes on 29 March and the interim Chief Executive John Hill will conclude the restructuring on the 8 April 2019.

3.0 FINANCIAL IMPLICATIONS

- 3.1 There are no financial implications

4.0 LEGAL IMPLICATION

- 4.1 There are no legal implications

5.0 EQUALITIES IMPLICATION

- 5.1 There are no equality implications arising from this report

6.0 APPENDICES

- 6.1 None

<u>Source Documents</u>	<u>Location</u>
Employment Committee Agenda 13th February 2019	Employment Committee Agenda
Overview and Scrutiny Agenda and Minutes – 25th February 2019	O&S Agenda and Minutes