

REQUEST FOR CALL-IN

This form is to be used when calling in a decision taken by the Cabinet, an Individual Member of the Cabinet or a committee of the Cabinet, or a key decision made by an officer with delegated authority from the Cabinet, or under joint arrangements. The full procedure is set out in paragraph 16, Part 4, Section 5 of the Constitution and page 7 of the Handbook.

ITEM TO BE CALLED IN: Executive team: roles and structure	
DATE DECISION TAKEN: 24-04-2018	
DECISION TAKEN BY:	Tick
Cabinet	x
Individual Member of Cabinet (please state)	
Councillor	
Committee of Cabinet (please state)	
Key Decision by Officer with delegated authority (please state)	
Joint Arrangements (please state)	
REASONS FOR CALL-IN: (please indicate your reasons below)	Tick
(a) Proportionality (i.e. the decision is not proportionate to the desired outcome).	
(b) Lack of, or insufficient consultation and the taking of professional advice from Officers.	x
(c) Lack of, or insufficient respect for human rights.	
(d) Lack of openness.	
(e) The aims and desired outcomes of the decision are not clearly expressed.	
(f) Insufficient information about the options that were considered or the reasons for arriving at the decision.	x
(g) Other (please give your reason(s) in full below).	x

REASONS AND (IF APPROPRIATE) PROPOSED ALTERNATIVE COURSE OF ACTION:

Three grounds for the call-in are:

1) Insufficient information about the options that were considered or the reasons for arriving at the decision: there were no alternative options presented and, of at least of equal importance, there was no risk analysis of the officer recommendation. As Ms Muschamp stated at the cabinet meeting: "...if Cabinet proposes a restructure for consultation, then I believe that it must have confidence in the robustness of those proposals, given the potential ramifications for the district and individuals." The required level of confidence has not been demonstrated.

2) Lack of comment from deputy S.151 officer on the report.

3) Restructure requires unbudgeted expenditure (which itself is understated, as the deputy S.151 officer confirms in the report to personnel committee of 30th April). This unbudgeted spending should properly be approved by full council as it was not included in the budget framework. The assumptions on costs and savings presented to cabinet have not yet had the intensive scrutiny needed for the projected savings required in future financial years to be justified and credible.

It is disingenuous to claim that no decision has been taken beyond a decision to consult when (a) there are no other options upon which consultation is being sought for the form of the restructure; and (b) the outcome of the consultation is assumed to have no impact on the nature of the restructure.

Proposed alternative course of action:

a) That Cabinet advises all members of the benefits of a proposed employee restructuring of Lancaster City Council and consults with them on the need for restructure and the options available.

b) Cabinet requires HR staff to prepare and provide those staff involved at least two further options for a restructured Lancaster City Council to consult on.

c) That Cabinet requires the advantages and disadvantages of any proposed staffing and management restructuring for Lancaster City Council to be clearly set out in in terms of staffing and management.

d) That Cabinet requires all options for a restructured staffing and management organisation for Lancaster City Council to be fully costed and this information and the financial out-turn of all options to be provided.

e) That Cabinet requires the costings and financial out-turn of all proposed staffing and management restructuring options for Lancaster City Council be compared with the staffing and management arrangements in the current organisational structure for Lancaster City Council.

f) That Cabinet requires the estimated costings in respect of potential redundancies and redeployment of staff as a result of all the proposed staffing and management restructure options to be outlined.

g) That Cabinet requires all options for any staffing and management restructuring for Lancaster City Council to be considered in relation to the budget framework and Medium Term Financial Strategy.

SIGNED:	Members of Overview & Scrutiny Committee		
	Cllr Caroline Jackson		Cllr Nigel Goodrich
	Three Further Councillors		
	Cllr Phillippa Williamson	Cllr Dave Brookes	Cllr Tim Hamilton-Cox

(Note: A valid request for call in must be signed by a total of 5 Members of the Council, including 2 or more Members of the Overview & Scrutiny Committee, and all 5 Councillors must not be from the same political group.)

DATE: 02.05.2018

This request for call in must be submitted to the Chief Executive (by post, fax or e-mail) within 5 working days of the date of publication of the decision.