

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 6 years.

Service Area	Resources	Head of Service	Jane Thomas	Strategic Director		Portfolio Holder	Cllr Aled Davies
Proposal		Income & Awards Savings 2019/20					
Outline Summary / Description of Proposal							
During 2018-19 Income & Awards are set to							
<ul style="list-style-type: none"> collect a total income for the Council of £141m Process & Award HB of £27m and CTRS OF £9m , and undertake Social Care assessments, FSM, DHP, Clothing Grant, DFG assessments. The money advice and fraud team operate to provide financial gain to residents of Powys and the Council. 							
Majority of the above are statutory functions of the Council, and administered in accordance with strict regulations and subject to external audits. For 2019/20 Income & Awards are tasked to save £80k The impact on Income & Awards of realising the £94k saving is shown below.							

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
	£131k				£80k

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	No consultation required as saving relates to Income & Awards operational budget and no statutory service provision	No

3. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V1	David Morris	Income & Awards Senior Manager	20/11/2018
V2	David Morris	Income & Awards Senior Manager	20/11/2018

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

If Income & Awards can deliver and achieve the £80k savings detailed below:

£34k - reduce money advice team by one FTE

£42k – not fill management vacancy in ma team

£44k - profit from commerciality contracts secured & delivered.

£7k – From reduced cost expenditure in FR account for court costs

- The 34k would impact on current number of Powys residents the mat team can offer support and assistance to and there would be a reduction to current benefit gains figure of £2.5m, with a potential drop of some **£500k** predicated. This is a non-statutory service. No direct impact on any other service area for this drop in income. Though will mean less disposable income for residents generally in Powys and may potentially impact ability to pay debts.
- £42k from the unfilled management post will not impact other service areas.
- £44k income from commerciality – will not impact other service areas.
- £k budget reduction will not impact other services

Service Area informed:	Not applicable	Contact Officer liaised with:	N/a
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Mitigation

NA

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
The Economy We will develop a vibrant economy	Loss of income to Powys residents of approx. £500k	Poor	Nothing can be done	Poor
Health and Care We will lead the way in effective, integrated rural health and care	MAT will continue to operate with reduced resource, both management and officer, offering financial well-being to residents of Powys but will not be able to support the level of gains / see some residents as at present	Poor	Will still support most vulnerable cases referred. Through reduction of failure and increase in value n way team operate. Will form partnership with other council for technical knowledge, quality control and training	Neutral
Learning and skills We will strengthen learning and skills	Not applicable	Unknown		Choose an item.
Residents and Communities We will support our residents and communities	MAT will continue to operate with reduced resource, both management and officer, offering financial well-being to residents of Powys but will not be able to support the level of gains / see some residents as at present	Poor	Will still support most vulnerable cases referred. Through reduction of failure and increase in value n way team operate. Will form partnership with other council for technical knowledge, quality control and training	Neutral

Source of Outline Evidence to support judgements

On-going monthly reviewing of the performance of the money advice team.

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6. How does your proposal impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	N/a	Choose an item.		Choose an item.
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	N/a	Choose an item.		Choose an item.
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	N/a	Choose an item.		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/a	Choose an item.		Choose an item.
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	N/a	Choose an item.		Choose an item.
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				

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<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	No impact	Choose an item.		Choose an item.
<i>Opportunities to promote the Welsh language</i>	No impact	Choose an item.		Choose an item.
<i>Welsh Language impact on staff</i>	No impact	Choose an item.		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Choose an item.		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	No impact	Neutral		Choose an item.
<i>Disability</i>	No impact	Neutral		Choose an item.
<i>Gender reassignment</i>	No impact	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	No impact	Neutral		Choose an item.
<i>Race</i>	No impact	Neutral		Choose an item.
<i>Religion or belief</i>	No impact	Neutral		Choose an item.
<i>Sex</i>	No impact	Neutral		Choose an item.
<i>Sexual Orientation</i>	No impact	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	No impact	Neutral		Choose an item.

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Source of Outline Evidence to support judgements
<ol style="list-style-type: none"> 1. Monitoring of mat team 2. Commercial works secured

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	MAT will continue to operate with reduced resource, both management and officer, offering financial well-being to residents of Powys but will not be able to support the level of gains / see some residents as at present	Poor	Target resource to support the most vulnerable households referred for support. Through reduction of failure and increase in value in way team operate	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Form partnership with other council for management support	Neutral	Will form partnership with other council for technical knowledge, quality control and training	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	na	Choose an item.		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	MAT will continue to operate with reduced resource, both management and officer, offering financial well-being to residents of Powys but will not be able to support the level of gains / see some residents as at present	Poor	Target resource to support the most vulnerable households referred for support. Through reduction of failure and increase in value in way team operate	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	na	Choose an item.		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	MAT will continue to operate with reduced resource, both management and officer, offering financial well-being to residents of Powys but will not be able to support the level of gains / see some residents as at present	Poor	Target resource to support the most vulnerable households referred for support. Through reduction of failure and increase in value in way team operate. Will form partnership with other council for technical knowledge, quality control and training	Neutral
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	na	Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	na	Choose an item.		Choose an item.
Impact on Powys County Council Workforce	Reduction by 2fte in short term. In medium to long term if no commercial activity found to sustain budget needs then further job losses will be needed. This will impact on Council budgets as it could be we have to remove staff who collect and recover etc.	Very Poor	none	Very Poor
Source of Outline Evidence to support judgements				
review of capacity of MAT to operate with 2 less FTE Commercial Contracts are all piecemeal				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium
Mitigation		

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Continue to improve level of Income secured from commerciality
Need to form partnership with other council with unknown cost at present
Universal Credit- and level of impact it has on resources
Review demand levels to ensure MAT cover key vulnerable residents. Confident will cover key ones.
Improvements to MAT delivery method

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Fail to maintain commerciality works within 2019-20 and beyond will impact longer term as piecemeal work may not be replaced so staff budget reductions will need to be made which in turn puts Council funds at risk	Medium	Attempt to increase levels of commerciality income from sources.	Medium
MAT-insufficient capacity to support volume of referrals	Medium	To support those most vulnerable and in need; improvements to MAT process. Use of support from other LA	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Remove 2 fte from base budget	01/4/2019	Reduced base line budget within FF500	
Seek voluntary redundancy from mat through MOC process	01/09/2019	1 less fte - redundancy situation (possibly)	
Commerciality income	01/04/2019	Reduce budget line in FF500	
Seek partnership with other LA	1/9/2019	Partnership in discussion	
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	No	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
HR support to undertake MOC for MAT redundancy					X	X	X	X				

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
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- The £33k – 1 fte reduction in the MAT would impact on current number of Powys residents the mat can offer support and assistance to and there would be a reduction to current benefit gains figure of £2.5m, with a potential drop of some **£500k**. This places a risk on in-year collection rate of c.tax due to less disposable income within the household, some of these household may contain vulnerable adults and children.
- £42k reduced management costs will impact on MAT ability to be technically competent.
- £44k income from commerciality - dependent upon retaining contract(s) and having the capacity to deliver. This could also mean that if no new work is found to replace income from commerciality as all piecemeal work, then staff budgets will be impacted. That in turn will affect the Council funds as the ability of I&A to pay and collect will be diminished in longer term.

13. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?

To date enough income has been received to cover commercial income needs

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Monthly budget monitoring already in place

Please state when this Impact Assessment will be reviewed.

April 2019 / Sept 19

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	David Morris		
Head of Service:	Jane Thomas		
Strategic Director:			
Portfolio Holder:	Clr Aled Davies		

16. Governance

Decision to be made by	Portfolio Holder	Date required	01/4/2019
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FORM ENDS