

Impact Assessment

Scrutiny/ Committees and Member Services Restructure



DRAFT

12/01/2022

Reference: 9472-7773-2044-8440

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Clive Pinney, Head of Legal & Democratic Services
Head of service	Robert Pinney, Head of Legal and Democratic Services (Monitoring Officer)
Portfolio holder	Beverley Baynham, portfolio holder for Portfolio Holder for Corporate Governance and Regulatory Services
Proposal title	Scrutiny/ Committees and Member Services Restructure
Description of proposal	Scrutiny/ Committees and Member Services Restructure

2. Savings and Consultation requirements

Profile of savings delivery

2021-22	2022-23	2023-24	2024-25	2025-26	2026+	Total savings
£0	£39,500	£0	£0	£0	£0	£39,500

Further information

Scrutiny/ Committees and Member Services Restructure which will produce savings £39500 pa

Consultation requirements

Consultation required?	Yes
Public consultation deadline	11/01/2022
Staff consultation deadline	31/01/2022
Consultation method	Consultation with staff will take place in accordance with the Council's Management of Change Policy

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Digital Services
- Childrens Services
- Adult Services
- Transformation and Communications Service
- Housing and Community Development
- Highways Transport & Recycling
- Finance (Section 151)
- Legal & Democratic Services
- Commissioning (Children & Adults)
- Workforce & Organisation Development
- Property Planning and Public Protection
- Education
- Schools (Primary Secondary and Special)
- other

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?

No

Is Powys County Council the data controller?

Yes

Further information

4. Impact on Vision 2025

4a. The economy

Impact

None

4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

N/A

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

N/A

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The restructure will provide a service that meets the needs of Members and services and provides increased resilience
Impact rating	Neutral
Mitigation	The restructure will provides additional capacity within the team with increased resilience
Mitigated impact rating	Neutral

Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	We are working with the Transformation and Communications Service to provide extra resource to Members (especially Scrutiny) with increased resilience
Impact rating	Neutral
Mitigation	Not specified

6b. Impact on the workforce

Impact	There will be changes to the job descriptions of existing staff
Impact rating	Poor
Mitigation	All existing staff will have the opportunity to take jobs in the new structure but may reject the opportunity for various personal reasons
Mitigated impact rating	Neutral

6c. Impact on payroll

Impact	The restructure will result in changes to Job Descriptions
Impact rating	Poor
Mitigation	All existing staff will have the opportunity to take jobs in the new structure but may reject the opportunity for various personal reasons
Mitigated impact rating	Neutral

6d. Welsh language impact on staff

Impact	The potential impact is unknown until after the management of change process has been concluded
Impact rating	Neutral

Mitigation	Not specified
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6e. Impact on apprenticeships

Impact	There may be an opportunity to introduce an apprenticeship going forward
Impact rating	Good
Mitigation	Not specified

6f. Evidence

Not available until after conclusion of the management of change process

7. Likelihood and risks

Risk 1

Description	There is a risk of a temporary reduction of knowledge and skills				
Likelihood score	3	Impact score	3	Risk rating	9.0
Mitigation	Training of any new staff				
Residual likelihood score	3	Residual impact score	2	Residual risk rating	6.0

8. Overall summary and judgement

Outline assessment

The restructure will provide a service that meets the needs of Members and services and provides increased resilience

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The impact of the restructure will be reviewed on a quarterly basis

Review date	31/05/2022
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