

Impact Assessment

Restructure of directors posts



12/01/2022

Reference: 1571-7169-1317-0453

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	Anne Phillips, Deputy Head of Finance
Head of service	Nicole Thomas, Head of Finance (Section 151 Officer)
Portfolio holder	Aled Davies, portfolio holder for Leader of the Welsh Conservative Group/ Deputy Leader and Portfolio Holder for Finance and Transport
Proposal title	Restructure of directors posts
Description of proposal	Once director role that is vacant will now be removed from the structure

2. Savings and Consultation requirements

Profile of savings delivery

2021-22	2022-23	2023-24	2024-25	2025-26	2026+	Total savings
£0	£141,750	£0	£0	£0	£0	£141,750

Further information

Reduction of one director from the senior manager structure

Consultation requirements

Consultation required?	No
Justification	this is the removal of a vacant post and will not affect any staffing in post

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

3a. Impact on other service areas

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?	No
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	None
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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

no impact

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

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no evidence required - this is the removal of a vacant post

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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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	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

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Impact

None

6f. Evidence

no impact

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

not applicable

Cabinet reference

9. Additional evidence

No additional evidence needed - this is the removal of a post that was vacant

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

the post will be removed and the new structure remain in place

Review date

31/01/2023

null

