

Well-being of Future Generations (Wales) Act 2015

Integrated Impact Assessment

(includes Equalities, Welsh Language, Sustainability and Biodiversity)



Before completing the Impact Assessment **PLEASE REFER TO THE CORRESPONDING GUIDANCE DOCUMENT** which provides essential background information.

An Integrated Impact Assessment **MUST** be completed for:

1. Any project (i.e. something that has a start and end date and is different from day to day business).
2. Where you are implementing significant change e.g. service provision.
3. For any Council / Cabinet report that is not part of an above mentioned project or significant change.

Title of Project / Report:	Voluntary Early Retirement / Voluntary Redundancy
Officer completing Impact Assessment:	Steve Jones
Lead Officer / Project Manager:	Steve Jones
Service:	Finance
Impact Assessment completion date:	15 th October 2018

Please give a brief description of the aims of the proposal:

The proposal aims to reduce the potential number of compulsory redundancies in setting a balanced Budget for 2019/20 by temporarily increasing the enhancement to the statutory redundancy payment to encourage expressions of interest for both voluntary early retirement and voluntary redundancy. This initiative could also assist with addressing the projected budget overspend for 2018/19.

1. Merthyr Tydfil Well-being Objectives

Does your proposal help to deliver any of the Council's Well-being Objectives identified below?

Well-being Objectives	Does your proposal have a positive or negative impact on the Council's Well-being Objectives? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts?
	Positive	Negative	N/A		
Best Start to Life Children and young people get the best start to life and are equipped with the skills they need to be successful learners and confident individuals.	X			The proposal is a major contributing factor in ensuring the financial sustainability of the Council thus enabling the continued delivery of essential Council services.	Continued robust financial management.
Working Life People feel supported to develop the skills required to meet the needs of businesses with a developing, safe infrastructure making Merthyr Tydfil an attractive destination.	X			As above	As above
Environmental Well-being Communities protect, enhance and promote our environment and countryside.	X			As above	As above
Living Well People are empowered to live independently within their communities, where they feel safe and enjoy good physical and mental health.	X			As above	As above
Sources of evidence to support the above: Budget Monitoring reports 2018/19 Projected Budget Deficit 2019/20 Potential gross savings arising from the initiative					

2. Sustainable Development Principles (The Five Ways of Working)

Does your proposal demonstrate you have met the sustainable development principles (five ways of working)?

Five Ways of Working	How does your proposal demonstrate you have met the five ways of working?	Are there any additional actions to be taken to better contribute to the five ways of working and/or mitigate any negative impacts?
Long Term - Thinking and planning for the long term.	The proposal is fundamental to the long term financial sustainability of the Council.	All services require to consider how services can be delivered differently and more efficiently within the Council's projected affordability envelope.
Prevention - Preventing problems before they happen.	This proposal by encouraging expressions of interest for voluntary severance prevents potential significant compulsory redundancies.	As above.
Integration - Integrating with other strategies.	This proposal integrates with all strategies since it is fundamental to the continued financial sustainability of the Council.	As above.
Collaboration - Collaborating with others.	Collaboration with other parties may be a by-product of this initiative since certain services may have to identify how the service can operate differently.	As above.
Involvement - Involving people and communities.	In re-configuring services engagement with people and communities will be an essential requirement.	As above.
<p>Sources of evidence to support the above: Projected gross budget savings arising from initiative Provisional Local Government Settlement 2019/20 Projected budget deficit for 2019/20 and over the term of the Medium Term Financial Plan</p>		

3. Protected Characteristics (including Welsh Language)

Does your proposal directly impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language as identified below?

Protected Characteristics	Does your proposal have a positive or negative impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts?
	Positive	Negative	N/A		
Age			X	This affords all employees the opportunity to access an enhanced severance package whatever their age. It also protects employees wherever possible by actively supporting voluntary rather than compulsory redundancies.	It is considered that the proposed initiative is suitably attractive to all employees regardless of protected characteristic. The objective is to prevent wherever possible compulsory redundancies by supporting voluntary requests.
Disability			X	Neutral impact as all employees are included within the initiative regardless of any protected characteristic.	As above
Gender Reassignment			X	As above	As above
Marriage and Civil Partnership			X	As above	As above
Pregnancy and Maternity			X	As above	As above
Race			X	As above	As above
Religion or Belief			X	As above	As above
Sex (Gender)			X	As above	As above

Protected Characteristics	Does your proposal have a positive or negative impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts?
	Positive	Negative	N/A		
Sexual Orientation			X	As above	As above
Welsh Language			X	As above	As above
Sources of evidence to support the above: The enhanced voluntary severance package is open to all employees.					

4. Biodiversity

Does your proposal directly impact on Biodiversity?

Biodiversity	Does your proposal have a positive or negative impact on Biodiversity? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts?
	Positive	Negative	N/A		
Maintain and enhance biodiversity and ecosystem resilience			X	The proposal is directed towards employees through an enhanced voluntary severance initiative.	All expressions of interest will be considered on their merit and assessed for potential service impact.
Sources of evidence to support the above: Employee based initiative.					

5. Summary

As a result of completing this Impact Assessment, how many positive and negative impacts does your proposal have? This section should then be included in the related Council/Cabinet report.

Please see the example provided in the **guidance document**.

	Positive Impacts	Negative Impacts	Not Applicable
1. Merthyr Tydfil Well-being Objectives	4 of 4	0 of 4	0 of 4
2. Sustainable Development Principles - How have you considered the five ways of working: <ul style="list-style-type: none"> • Long term • Prevention • Integration • Collaboration • Involvement 	5 of 5	0 of 5	0 of 5
3. Protected Characteristics (<i>including Welsh Language</i>)	0 of 10	0 of 10	10 of 10
4. Biodiversity	0 of 1	0 of 1	1 of 1
<p><u>Summary:</u></p> <p>The main positive impacts are that the initiative supports financial sustainability of the Council in setting balanced budgets over the period of the Medium Term Financial Plan.</p> <p>The main negative impacts are the potential service impact from a reduction in employee numbers. This will be mitigated when reviewing expressions of interest received and determining which to support.</p>			

6. Actions

Based on the summary of your positive and negative impacts, identified in Section 5 above, will you need to make changes to your proposal to better contribute to positive impacts and/or mitigate any negative impacts? Please identify any further actions you will need to undertake to better contribute to positive impacts and/or mitigate any negative impacts.

What are you going to do?	Estimated completion date	Who will be responsible?	Timelines/Milestones e.g. 6 months/over a year, etc.	Progress
All expressions of interest will require careful consideration to establish any potential adverse service impacts.	Mid December 2018	Corporate Management Team	The process to be concluded within 5 months	Employees already notified of proposal (subject to Council approval)

7. Version Control

The Impact Assessment should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. Please use the table below to keep a record of this process so that we can demonstrate how we have considered and built in the sustainable development principles where possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration

8. Sign off section

Approved by: Steve Jones

Job Title: Chief Finance Officer

Approval date: 24th October 2018