Impact Assessment

Review of Staffing Structure & Legal Service Provision



12/01/2022

Reference: 2001-4813-1819-5977

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	Dylan Owen, Head of Commissioning & Partnership		
Head of service	Michael Gray, Head of Adult Services		
Portfolio holder	Myfanwy Alexander, portfolio holder for Portfolio Holder for Adult Social Care, Welsh Language and Communications		
Proposal title	Review of Staffing Structure & Legal Service Provision		
Description of proposal	Realignment and re-provision of Business Manager (Adult Social Care) function and role. Normalise legal support from corporate legal services, reducing Adult Social Care investment into legal support.		

2. Savings and Consultation requirements

Profile of savings delivery

2021-22	2022-23	2023-24	2024-25	2025-26	2026+	Total savings
£0	£NaN	£0	£0	£0	£0	£115,000

Further information

Reduction in staffing (leading to deletion of post and potential redeployment/redundancy) and reduction in investment into legal services.

Consultation requirements

Consultation required?	Yes
Public consultation deadline	
Staff consultation deadline	11/02/2022



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

3a. Impact on other service areas

- Adult Services
- Legal & Democratic Services

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	Reduction in well-paid professional jobs in Powys.
Impact rating	Poor
Mitigation	Other roles consolidated within the service and tasks outsourced.
Mitigated impact rating	Poor



4b. Health and care

Impact	None	
4c. Learning and skills		
Impact	None	
Ad Decidente and communities		

4d. Residents and communities

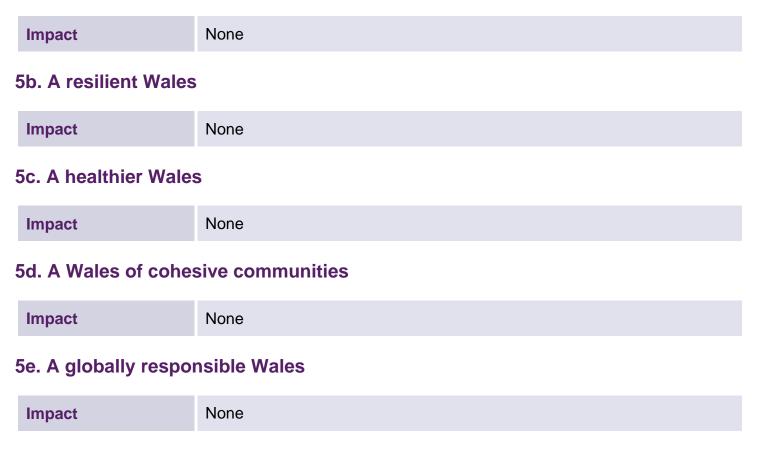
Impact	None

4e. Evidence

No impact on these areas anticipated.

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

5a. A prosperous Wales





5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None	
Promoting Welsh		
Impact	None	
Sports, Art & Recreation	n	
Impact	None	
5g. A more equal Wa	ales	
Age		
Impact	None	
Disability		
Impact	None	
Gender Reassignment		
Impact	None	
Marriage or Civil Partnership		
Impact	None	
Race		
Impact	None	
Religion or Belief		
Impact	None	
Sex		



Impact	None
Sexual Orientation	
Impact	None
Pregnancy and Maternit	ty
Impact	None
Socio-economic Duty	
Impact	None
5h. Evidence	
N/A	

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
Collaboration	
Impact	None
Involvement (including	Communication and Engagement)
Impact	None
Prevention	
Impact	None





Inte	arat	ion
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Impact None

6b. Impact on the workforce

	Potential redeployment or redundancy of staff member.
Impact	Potential impact upon workload of other officers.
Impact rating	Very poor
Mitigation	Potential outsourcing of some aspects of the work.
Mitigated impact rating	Poor

6c. Impact on payroll

Impact	None			
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6d. Welsh language impact on staff

6e. Impact on apprenticeships

6f. Evidence	

N/A

7. Likelihood and risks

No risks documented

8. Overall summary and judgement



Outline assessment

This efficiencies plan will result in challenges for corporate legal services and may result in redeployment or redundancy within the Commissioning service.

Cabinet reference

9. Additional evidence

N/A

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Continuous review of se	rvice.
Review date	01/03/2022
null	

