

# 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

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

# 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

<b>Consultation required?</b>	Yes
<b>Public consultation deadline</b>	
<b>Staff consultation deadline</b>	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
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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 on these areas anticipated.

### 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

<b>Impact</b>	None
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### Sexual Orientation

<b>Impact</b>	None
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### Pregnancy and Maternity

<b>Impact</b>	None
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### Socio-economic Duty

<b>Impact</b>	None
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## 5h. Evidence

N/A
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## 6. Impact on key guiding principles & workforce

### 6a. Sustainable development principles

#### Long-term

<b>Impact</b>	None
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#### Collaboration

<b>Impact</b>	None
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#### Involvement (including Communication and Engagement)

<b>Impact</b>	None
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#### Prevention

<b>Impact</b>	None
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## Integration

Impact	None
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## 6b. Impact on the workforce

Impact	Potential redeployment or redundancy of staff member.  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

Impact	None
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## 6e. Impact on apprenticeships

Impact	None
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## 6f. Evidence

N/A
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## 7. Likelihood and risks

No risks documented
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## 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.

<b>Cabinet reference</b>	
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## 9. Additional evidence

N/A

## 10. Ongoing monitoring arrangements and governance

### Monitoring arrangements

Continuous review of service.

<b>Review date</b>	01/03/2022
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