

# Impact Assessment

Savings Proposal - Cost saving from using permanent social workers once qualified instead of agency



13/01/2022

Reference: 0581-3722-9227-6467

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

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<b>Head of service</b>	Jan Coles, Head of Childrens Services
<b>Portfolio holder</b>	Rachel Powell, portfolio holder for Portfolio Holder for Children and Young People and Culture and Leisure
<b>Proposal title</b>	Savings Proposal - Cost saving from using permanent social workers once qualified instead of agency
<b>Description of proposal</b>	This is a savings proposal from using permanent social workers once qualified instead of agency. This is based on the 'Grow our Own Social Worker' project and includes the Masters Students and 50% Open University students plus the market supplement/retention payment to recruit new permanent social workers.

## 2. Savings and Consultation requirements

### Profile of savings delivery

2021-22	2022-23	2023-24	2024-25	2025-26	2026+	Total savings
£0	£83,762	£0	£0	£0	£0	£83,762

### Further information

These are staffing savings from recruiting permanent social workers and reducing agency workers. The cost of employing agency workers is higher than permanent social workers.

### Consultation requirements

<b>Consultation required?</b>	No
<b>Justification</b>	Consultation is not required as it has no impact on permanent staff and a positive impact on children and young people.

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

#### 3a. Impact on other service areas

- Childrens Services

#### 3b. Impact on geographical locations

The entire county

#### 3c. Data protection impact assessment

<b>Will the proposal involve processing the personal details of individuals?</b>	Yes
<b>Is Powys County Council the data controller?</b>	Yes
<b>Further information</b>	No change the current processing of personal details of individuals as staff will be appointed using the usual safer recruitment processes.

### 4. Impact on Vision 2025

#### 4a. The economy

<b>Impact</b>	<p>This saving will mean a stable permanent workforce.</p> <p>The Grow Our Own Social Work (GOOSW) project is giving our current Powys staff the opportunity to become qualified social workers in Powys, which will increase their earning opportunities and development opportunities.</p> <p>Newly appointed permanent social workers who join Powys Children's due attracted by the retention payment may relocate to Powys which will benefit the local economy.</p>
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<b>Impact rating</b>	Good
<b>Mitigation</b>	The relocation package will be part of all recruitment campaigns and also highlighted to newly recruited staff
<b>Mitigated impact rating</b>	Very good

#### 4b. Health and care

<b>Impact</b>	<p>Permanent social workers will give families, children and young people more stability and help to build positive relationships which will contribute positively to emotional wellbeing.</p> <p>The GOOSW project means that our own current staff who have Powys values will become our future social workers and already have and understand the ethos of the service.</p>
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

#### 4c. Learning and skills

<b>Impact</b>	<p>Permanent social workers will be given learning and development opportunities which will strengthen the workforc.</p> <p>GOOSW project is giving Powys staff the opportunity to undertake a social work degree.</p>
<b>Impact rating</b>	Very good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Very good

#### 4d. Residents and communities

	Permanent social workers will give families, children and young people more stability and help to build positive relationships which will contribute positively to emotional wellbeing.
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<b>Impact</b>	The GOOSW project is giving opportunities to Powys staff, many of which live in Powys.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Very good

#### 4e. Evidence

Permanent social workers will give families, children and young people more stability and help to build positive relationships which will contribute positively to emotional wellbeing.

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

### 5a. A prosperous Wales

<b>Impact</b>	<p>The reduction of agency social workers means that social work employment opportunities are available and being advertised locally and nationally. The market supplement and retention payment means that new and current permanent social workers in hard to appoint to operational teams will receive an additional one off payment.</p> <p>By appointing permanent staff, some of which may relocate to Powys or already living in Powys it will reduce the distances that are being travelled as many of the agency workers employed live outside of Powys and outside Wales.</p> <p>The GOOSW project is giving people a skills and learning development opportunity.</p>
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

### 5b. A resilient Wales

<b>Impact</b>	None
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## 5c. A healthier Wales

<b>Impact</b>	Permanent social workers will give families, children and young people more stability and help to build positive relationships which will contribute positively to emotional wellbeing.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Very good

## 5d. A Wales of cohesive communities

<b>Impact</b>	Newly appointed permanent social workers may relocate to Powys, with their families and become part of the communities.
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

## 5e. A globally responsible Wales

<b>Impact</b>	Permanent social workers will give families, children and young people more stability and help to build positive relationships and achieve better outcomes for children and young people. Permanent staff will follow the values and ethos of Powys Children's Services and ensure that the voice of the child and young person is always heard.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Robust recruitment processes are in place and appointments are only made to the right candidates who share Powys Children's Services values.
<b>Mitigated impact rating</b>	Very good

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

### Using Welsh

<b>Impact</b>	All recruitment campaigns are bilingual and candidates have the option of having their interview conducted in Welsh.
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<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

### Promoting Welsh

<b>Impact</b>	None
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### Sports, Art & Recreation

<b>Impact</b>	None
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## 5g. A more equal Wales

### Age

<b>Impact</b>	None
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### Disability

<b>Impact</b>	None
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### Gender Reassignment

<b>Impact</b>	None
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### Marriage or Civil Partnership

<b>Impact</b>	None
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### Race

<b>Impact</b>	None
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### Religion or Belief

<b>Impact</b>	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>	Ensuring a permanent skilled workforce
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

#### Collaboration

<b>Impact</b>	Permanent social workers will be able to develop better working relationships with multi-agency colleagues which will benefit children and young people



<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

### Involvement (including Communication and Engagement)

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

<b>Impact</b>	A permanent skilled workforce will be better equipped to able to deliver a high quality service to the communities of Powys
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

### Integration

<b>Impact</b>	Permanent social workers will be able to develop better working relationships with multi-agency colleagues which will benefit children and young people.
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

### 6b. Impact on the workforce

<b>Impact</b>	This will have a positive impact on the workforce and ensure a permanent skilled workforce delivering a high quality service to the communities of Powys
<b>Impact rating</b>	Very good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Very good

## 6c. Impact on payroll

<b>Impact</b>	Current permanent staff already working in hard to recruit to frontline operational teams will receive an additional one off retention payment.
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

## 6d. Welsh language impact on staff

<b>Impact</b>	None
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## 6e. Impact on apprenticeships

<b>Impact</b>	None
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## 6f. Evidence

There will be no change to service delivery, this proposal is about reducing the current agency worker spend and stabilising the workforce.

# 7. Likelihood and risks

## Risk 1

<b>Description</b>	Unable to recruit qualified social workers as there is a national shortage. This has also been impacted by the COVID-19 pandemic				
<b>Likelihood score</b>	3	<b>Impact score</b>	3	<b>Risk rating</b>	9.0
<b>Mitigation</b>	A range of recruitment campaigns are being continually developed by Children's Leadership Team and Corporate Communications				
<b>Residual likelihood score</b>	3	<b>Residual impact score</b>	3	<b>Residual risk rating</b>	9.0

## Risk 2

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<b>Description</b>	NQSW's that qualify through the GOOSW project leave the profession after qualifying				
<b>Likelihood score</b>	3	<b>Impact score</b>	3	<b>Risk rating</b>	9.0
<b>Mitigation</b>	Support for NQSW's is robust and the service has a period of transition in their first year of practice before they can hold a full case load.				
<b>Residual likelihood score</b>	2	<b>Residual impact score</b>	3	<b>Residual risk rating</b>	6.0

## 8. Overall summary and judgement

### Outline assessment

There is no negative impact to this proposal. A stable skilled workforce achieved by recruiting more permanent social workers will benefit the service, the council and the community.

**Cabinet reference**

## 9. Additional evidence

N/A

## 10. Ongoing monitoring arrangements and governance

### Monitoring arrangements

The recruitment of social workers and GOOSW project is reviewed continually by Children's Leadership team and is an action in our IBP

**Review date** 01/04/2022

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