

Impact Assessment

Savings Proposal - convert 5 agency workers to permanent social workers



13/01/2022

Reference: 4088-9389-5349-9898

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 | Anna Konieczny, Strategic Business and Programme Manager |
| Head of service | Jan Coles, Head of Childrens Services |
| Portfolio holder | Rachel Powell, portfolio holder for Portfolio Holder for Children and Young People and Culture and Leisure |
| Proposal title | Savings Proposal - convert 5 agency workers to permanent social workers |
| Description of proposal | This is a proposal to make a saving in 2022/23 by converting 5 agency workers into 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 | £150,000 | £0 | £0 | £0 | £0 | £150,000 |

Further information

This is a staffing saving as the cost of an agency worker is greater than a permanent social worker.

Consultation requirements

| | |
|-------------------------------|---|
| Consultation required? | No |
| Justification | 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

| | |
|--|--|
| Will the proposal involve processing the personal details of individuals? | Yes |
| Is Powys County Council the data controller? | Yes |
| Further information | There are no changes to processing of personal data outside of the normal safer recruitment processes that will be adhered to. |

4. Impact on Vision 2025

4a. The economy

| | |
|--------------------------------|--|
| Impact | This saving will mean a stable permanent workforce. Newly appointed permanent social workers who were previously agency may relocate to Powys which will be a benefit to the economy |
| Impact rating | Good |
| Mitigation | The relocation package will be part of all recruitment campaigns and also highlighted to all agency workers. |
| Mitigated impact rating | Very good |

4b. Health and care

| | |
|---------------|---|
| Impact | 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. |
|---------------|---|

| | |
|--------------------------------|-----------|
| Impact rating | Very good |
| Mitigation | N/A |
| Mitigated impact rating | Very good |

4c. Learning and skills

| | |
|--------------------------------|---|
| Impact | Permanent social workers will be given learning and development opportunities which will strengthen the workforce |
| Impact rating | Very good |
| Mitigation | N/A |
| Mitigated impact rating | Very good |

4d. Residents and communities

| | |
|--------------------------------|---|
| Impact | 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. |
| Impact rating | Very good |
| Mitigation | N/A |
| Mitigated impact rating | Very good |

4e. Evidence

Permanent workforce gives families, children and young people more stability.

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

5a. A prosperous Wales

| | |
|--------------------------------|---|
| Impact | 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. |
| Impact rating | Very good |
| Mitigation | N/A |
| Mitigated impact rating | Very good |

5b. A resilient Wales

| | |
|---------------|------|
| Impact | None |
|---------------|------|

5c. A healthier Wales

| | |
|--------------------------------|---|
| Impact | 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. |
| Impact rating | Very good |
| Mitigation | N/A |
| Mitigated impact rating | Very good |

5d. A Wales of cohesive communities

| | |
|--------------------------------|---|
| Impact | Newly appointed permanent social workers may relocate to Powys, with their families and become part of the communities. |
| Impact rating | Very good |
| Mitigation | N/A |
| Mitigated impact rating | Very good |

5e. A globally responsible Wales

| | |
|---------------|--|
| Impact | 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. |
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| Impact rating | Good |
| Mitigation | Robust recruitment processes are in place and appointments are only made to the right candidates who share Powys Children's Services values. |
| Mitigated impact rating | Very good |

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

Using Welsh

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

Promoting Welsh

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| Impact | None |
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Sports, Art & Recreation

| | |
|---------------|------|
| Impact | None |
|---------------|------|

5g. A more equal Wales

Age

| | |
|---------------|------|
| Impact | None |
|---------------|------|

Disability

| | |
|---------------|------|
| Impact | None |
|---------------|------|

Gender Reassignment

| | |
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| Impact | None |
|--------|------|

Marriage or Civil Partnership

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|--------|------|
| Impact | None |
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Race

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| Impact | None |
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Religion or Belief

| | |
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| Impact | None |
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Sex

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| Impact | None |
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Sexual Orientation

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| Impact | None |
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Pregnancy and Maternity

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| Impact | None |
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Socio-economic Duty

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| Impact | None |
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5h. Evidence

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

6a. Sustainable development principles

Long-term

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|--------------------------------|---|
| Impact | Ensuring a permanent skilled workforce. |
| Impact rating | Good |
| Mitigation | N/A |
| Mitigated impact rating | Good |

Collaboration

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

Involvement (including Communication and Engagement)

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|---------------|------|
| Impact | None |
|---------------|------|

Prevention

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

Integration

| | |
|----------------------|--|
| Impact | Permanent social workers will be able to develop better working relationships with multi-agency colleagues which will benefit children and young people. |
| Impact rating | Good |

| | |
|--------------------------------|------|
| Mitigation | N/A |
| Mitigated impact rating | Good |

6b. Impact on the workforce

| | |
|--------------------------------|--|
| Impact | 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 |
| Impact rating | Very good |
| Mitigation | N/A |
| Mitigated impact rating | Very good |

6c. Impact on payroll

| | |
|--------------------------------|--|
| Impact | This will only impact on the agency social workers that are not on payroll but paid on contracts through an agency at a much inflated rate to permanent workers. |
| Impact rating | Good |
| Mitigation | N/A |
| Mitigated impact rating | Good |

6d. Welsh language impact on staff

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| Impact | None |
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6e. Impact on apprenticeships

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| Impact | 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

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|----------------------------------|---|------------------------------|---|-----------------------------|------|
| Description | Due to the national shortage of social workers, the risk is that we are unable to convert 5 agency social workers to becoming permanent as the market is very competitive. | | | | |
| Likelihood score | 4 | Impact score | 4 | Risk rating | 16.0 |
| Mitigation | A range of recruitment campaigns are continually being developed, a social work salary comparison with other LA's is being undertaken and retention payment was introduced. | | | | |
| Residual likelihood score | 3 | Residual impact score | 3 | Residual risk rating | 9.0 |

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 is continually reviewed by the Children's Leadership and is an action in our IBP.

Review date

01/04/2022

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