

Pay Policy 2017/18

Wellbeing Impact Assessment Report

This report summarises the likely impact of a proposal on the social, economic, environmental and cultural well-being of Denbighshire, Wales and the world.

Assessment Number:	246
Brief description:	Pay Policy Statement for Denbighshire County Council for the period 2017/18
Date Completed:	19/05/2017 13:09:00 Version: 1
Completed By:	Sophie Vaughan
Responsible Service:	Legal, HR & Democratic Services
Localities affected by the proposal:	Whole County,

IMPACT ASSESSMENT SUMMARY AND CONCLUSION

Before we look in detail at the contribution and impact of the proposal, it is important to consider how the proposal is applying the sustainable development principle. This means that we must act "in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs."

Score for the sustainability of the approach

Could you do more to make your approach more sustainable?

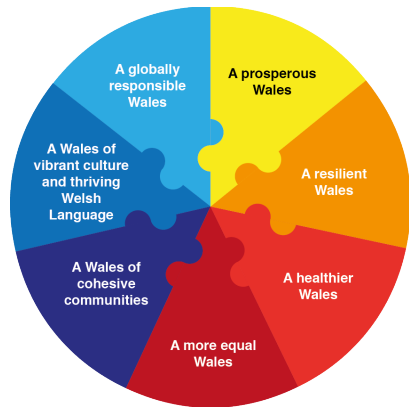
(2 out of 4 stars)



Actual score: 13/ 24.

Summary of impact

Wellbeing Goals



- A prosperous Denbighshire Positive
- A resilient Denbighshire Neutral
- A healthier Denbighshire Positive
- A more equal Denbighshire Positive
- A Denbighshire of cohesive communities Neutral
- A Denbighshire of vibrant culture and thriving Welsh language Positive
- A globally responsible Denbighshire

Main conclusions

The Pay Policy demonstrates that DCC operate fair and equitable pay structures and practices

THE LIKELY IMPACT ON DENBIGHSHIRE, WALES AND THE WORLD

A prosperous Denbighshire

Overall Impact:	Positive
Justification for Impact:	By helping to make Denbighshire an employee of choice it will have a positive impact on the County

Positive consequences identified:

The Pay Policy helps to ensure that employees of Denbighshire are paid in a fair and equitable manner, and as the majority of staff are residents of the County then this can have a positive impact on the economy

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By providing a fair and equitable pay policy, we can increase recruitment and retention which will have to increase or retain quality skills for the long term

Unintended negative consequences identified:

Mitigating actions:

Not Applicable

A resilient Denbighshire

Overall Impact:	Neutral
Justification for Impact:	

Positive consequences identified:

Unintended negative consequences identified:

Mitigating actions:

A healthier Denbighshire

Overall Impact:	Positive
Justification for Impact:	The Pay Policy demonstrate the good practice within the Council as an employer. By being a good employer we can help to encourage the health and wellbeing of our employees, some of whom are local residents

Positive consequences identified:

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Unintended negative consequences identified:

Mitigating actions:

A more equal Denbighshire

Overall Impact:	Positive
Justification for Impact:	Demonstrating that Denbighshire Council operates a fair and equitable pay structure for all employees shows that they have a positive effect on the County by improving the wellbeing of people with protected characteristics and also helping to tackle poverty for those residents who work for DCC

Positive consequences identified:

The Pay Policy ensures and demonstrates fairness and equality of all groups and protected characteristics in DCC. The Pay Policy demonstrates the good practice within the Council as an employer. By being a good employer we can help to encourage the health and wellbeing of our employees, some of whom are local residents. The Pay Policy demonstrates the good practice within the Council as an employer and also compliance with the National Minimum Wage. As some employees are residents this will help to tackle poverty in some households.

Unintended negative consequences identified:

Mitigating actions:

A Denbighshire of cohesive communities

Overall Impact:	Neutral
Justification for Impact:	

Positive consequences identified:

Unintended negative consequences identified:

Mitigating actions:

A Denbighshire of vibrant culture and thriving Welsh language

Overall Impact:	Positive
Justification for Impact:	Encourages use of the Welsh language by always being available in both English and Welsh

Positive consequences identified:

All policies are published in both English and Welsh
All policies are published in both English and Welsh

Unintended negative consequences identified:

Mitigating actions:

A globally responsible Denbighshire

Overall Impact:	
Justification for Impact:	

Positive consequences identified:

Unintended negative consequences identified:

Mitigating actions: