

Agency Framework

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:	196
Brief description:	Entering into a Framework agreement with Neutral Vendor Employment Agency
Date Completed:	Version: 0
Completed by:	
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 some small changes in your thinking produce a better result?

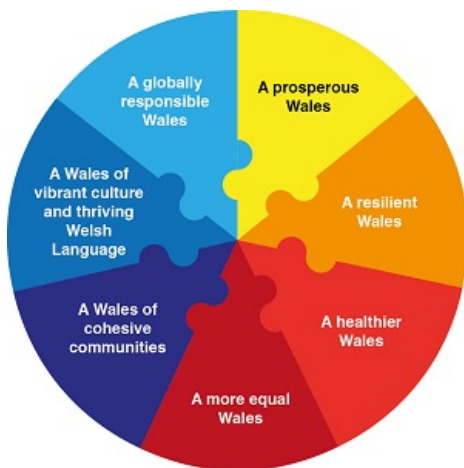


(3 out of 4 stars)

Actual score : 17 / 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	Positive

Main conclusions

THE LIKELY IMPACT ON DENBIGHSHIRE, WALES AND THE WORLD

A prosperous Denbighshire

Overall Impact	Positive
Justification for impact	The use of the Agency framework offers flexibility for both the Authority and the local workforce. The Authority will employ agency workers in circumstances where full time employment is not feasible and the local workforce would not otherwise be employed, receive training & gain experience.

Positive consequences identified:

Agency agreement will enable local workforce to be employed & may reduce the need for extensive travel

Local employment agencies will have the opportunity to work with Matrix to deliver local jobs for local people.

Many businesses use agency staff to assess their capabilities prior to full time employment

Agency work provides the opportunity for gaining experience in a variety of roles across the authority.

Agency work provides a platform for an individual to tailor their availability into a suitable role.

Unintended negative consequences identified:

Agency workers may replace existing full time roles on some occasions

Mitigating actions:

Monitor the use of the framework to ensure it is being used correctly.

A resilient Denbighshire

Overall Impact	Neutral
Justification for impact	Framework will have little effect

Positive consequences identified:

Opportunities for local workforce to be employed close to their home.

Unintended negative consequences identified:

Mitigating actions:

Limited options

A healthier Denbighshire

Overall Impact	Positive
Justification for impact	Increased opportunity for Employment, training & experience in a variety of roles encompassing a wide geographical area.

Positive consequences identified:

Provides employment opportunities, training & experience
 Employment opportunities will provide income & opportunities for individuals to choose healthier lifestyle
 Employment opportunities will provide income & opportunities for individuals to choose healthier lifestyle
 Employment opportunities will enhance individuals self worth and confidence
 Agency workers have the flexibility to select opportunities to meet their needs.

Unintended negative consequences identified:

Mitigating actions:

Ensure framework is being used correctly

A more equal Denbighshire

Overall Impact	Positive
Justification for impact	The framework will provide work opportunities throughout the County

Positive consequences identified:

Individuals can find a variety of work opportunities via the framework which can encompass their needs.
 Providing increased opportunity for employment.

Unintended negative consequences identified:

Mitigating actions:

Encourage positive use of the framework

A Denbighshire of cohesive communities

Overall Impact	Neutral
Justification for impact	the Framework will have minimal impact on the Community

Positive consequences identified:

Agency framework will provide work opportunities for local community.

Unintended negative consequences identified:

Mitigating actions:**A Denbighshire of vibrant culture and thriving Welsh language**

Overall Impact	Positive
Justification for impact	There will be opportunities available where Welsh is essential for the role.

Positive consequences identified:

There will be opportunities available where Welsh is essential for the role.
 There will be opportunities available where Welsh is essential for the role.

Unintended negative consequences identified:**Mitigating actions:****A globally responsible Denbighshire**

Overall Impact	Positive
Justification for impact	The Vendor Neutral Framework allows for Recruitment/Employment agencies to sign up with the selected framework 'Vendor' at any time during the lifetime of the framework. This allows for newly formed businesses, or persons who wish to start up a new business the vehicle to do so.

Positive consequences identified:

Opportunities for Employment in North Wales for anyone with the relevant skills either as an individual or as a potential business opportunity. There will be no discrimination and the opportunities available may offer an enhanced quality of life to individuals directly involved in the process and subsequently with their families, who may be able to benefit from living in North Wales. The tender process will ensure that Vendor Neutral Agency will have an established policies in accordance with UK legislation, as well as insuring that the Supply chain adheres to the same standards.

The use of a Vendor Neutral Supplier who operates in a Countrywide Market could attract a higher skilled operator into the Organisation who could enhance the existing skillset of the Authority.

Unintended negative consequences identified:

The EU regulations do not allow ring fencing of a particular area of commerce for it's residents, so there is the potential for the opportunities to be filled by persons outside of the local Authority. The EU regulations do not allow ring fencing of a particular area of commerce for it's residents, so there is the potential for the opportunities to be filled by persons outside of the local Authority.

Mitigating actions: