

# Pay Structure Review 2019

## Well-being Impact Assessment Report

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

Assessment Number:	474
Brief description:	There is a need to review Denbighshire's current Pay Structure following the new pay spine that has been agreed nationally by the Employer's Organisation. The new pay spine which will be effective from 1st April, 2019 will ensure compliance with the National Living Wage and help to maintain differentials in pay that were being eroded by bottom loading the current national pay spine. The new pay spine requires development into a new pay and grading structure which will operate from 01/04/19.
Date Completed:	09/01/2019 15:16:27 Version: 3
Completed by:	Sophie Vaughan
Responsible Service:	Legal, HR & Democratic Services
Localities affected by the proposal:	Whole County,
Who will be affected by the proposal?	Employees of Denbighshire County Council
Was this impact assessment	Yes

completed as a group?	
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## **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**



( 2 out of 4 stars ) Actual score :  
15 / 30.

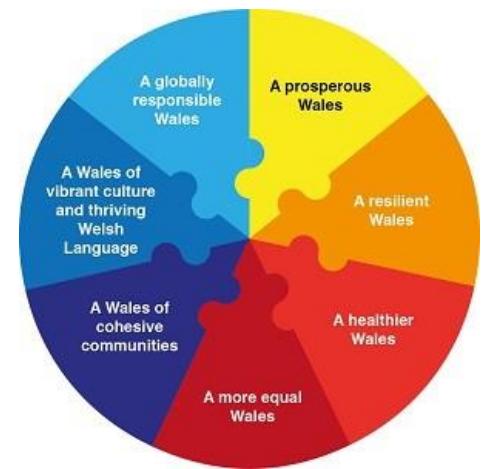
### **Implications of the score**

The proposal does not have a detrimental effect on employees, all employees will receive their national pay award and Denbighshire's Pay Structure will be amended to ensure that it meets equality legislation requirements.

### **Summary of impact**

#### **Well-being Goals**

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



### **Main conclusions**

The implementation of the National Pay Award does not provide any negative impact to employees, and only positive impacts foreseeable.

### **Evidence to support the Well-being Impact Assessment**

- We have consulted published research or guides that inform us about the likely impact of the proposal
- We have involved an expert / consulted a group who represent those who may be affected by the proposal
- We have engaged with people who will be affected by the proposal

## **THE LIKELY IMPACT ON DENBIGHSHIRE, WALES AND THE WORLD**

### **A prosperous Denbighshire**

<b>Overall Impact</b>	Positive
<b>Justification for impact</b>	In developing a pay structure that meets the national requirements and is of no detriment to existing employees, we can ensure we continue to be an employer of choice in the area, providing jobs for the local community. There is potential for the project to provide a benchmark for other businesses to follow.
<b>Further actions required</b>	None known at this stage

#### **Positive impacts identified:**

<b>A low carbon society</b>	
<b>Quality communications, infrastructure and transport</b>	
<b>Economic development</b>	In developing a pay structure that meets the national requirements we can ensure we continue to be an employer of choice in the area.
<b>Quality skills for the long term</b>	In developing a pay structure that meets the national requirements we can ensure we continue to be an employer of choice in the area.
<b>Quality jobs for the long term</b>	In developing a pay structure that meets the national requirements we can ensure we continue to be an employer of choice in the area.
<b>Childcare</b>	

#### **Negative impacts identified:**

<b>A low carbon society</b>	
<b>Quality communications, infrastructure and transport</b>	

<b>Economic development</b>	
<b>Quality skills for the long term</b>	
<b>Quality jobs for the long term</b>	
<b>Childcare</b>	
<b>A resilient Denbighshire</b>	
<b>Overall Impact</b>	Neutral
<b>Justification for impact</b>	Not applicable
<b>Further actions required</b>	Not applicable

**Positive impacts identified:**

<b>Biodiversity and the natural environment</b>	
<b>Biodiversity in the built environment</b>	
<b>Reducing waste, reusing and recycling</b>	
<b>Reduced energy/fuel consumption</b>	
<b>People's awareness of the environment and biodiversity</b>	
<b>Flood risk management</b>	

**Negative impacts identified:**

<b>Biodiversity and the natural environment</b>	
<b>Biodiversity in the built environment</b>	
<b>Reducing waste, reusing and recycling</b>	

<b>Reduced energy/fuel consumption</b>	
<b>People's awareness of the environment and biodiversity</b>	
<b>Flood risk management</b>	

## A healthier Denbighshire

<b>Overall Impact</b>	Positive
<b>Justification for impact</b>	As 70% of our employees live within Denbighshire, improving their terms and conditions will potentially improve their standards of living which will improve their health and well-being. There is the potential for them to have more surplus income that will allow them to buy healthier food, and participate in leisure activities which in turn could improve their emotional and mental well-being.
<b>Further actions required</b>	None known

### Positive impacts identified:

<b>A social and physical environment that encourage and support health and well-being</b>	As 70% of our employees live within Denbighshire, improving their terms and conditions will potentially improve their standards of living which will improve their health and well-being
<b>Access to good quality, healthy food</b>	As 70% of our employees live within Denbighshire, improving their terms and conditions will potentially improve their standards of living which will improve their health and well-being
<b>People's emotional and mental wellbeing</b>	As 70% of our employees live within Denbighshire, improving their terms and conditions will potentially improve their standards of living which will improve their health and well-being
<b>Access to healthcare</b>	As 70% of our employees live within Denbighshire, improving their terms and conditions will potentially improve their standards of living which will improve their health and well-being
<b>Participation in leisure opportunities</b>	As 70% of our employees live within Denbighshire, improving their terms and conditions will potentially improve their standards of living which will improve their health and well-being

### Negative impacts identified:

<b>A social and physical environment that encourage and support health and well-being</b>	
<b>Access to good quality, healthy food</b>	
<b>People's emotional and mental wellbeing</b>	
<b>Access to healthcare</b>	
<b>Participation in leisure opportunities</b>	

## A more equal Denbighshire

<b>Overall Impact</b>	Neutral
<b>Justification for impact</b>	We are in the early stages of the project so a further assessment of the impact will be conducted at a later stage.
<b>Further actions required</b>	We are in the early stages of the project so a further assessment of the impact will be conducted at a later stage.

### Positive impacts identified:

<b>Improving the wellbeing of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation</b>	This will be applied to all employees regardless of protected characteristics so any positive impacts already identified will be equally applied.
<b>People who suffer discrimination or disadvantage</b>	This will be applied to all employees regardless of protected characteristics so any positive impacts already identified will be equally applied.

<b>Areas with poor economic, health or educational outcomes</b>	This will be applied to all employees regardless of protected characteristics so any positive impacts already identified will be equally applied.
<b>People in poverty</b>	This will be applied to all employees regardless of protected characteristics so any positive impacts already identified will be equally applied.

**Negative impacts identified:**

<b>Improving the wellbeing of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation</b>	
<b>People who suffer discrimination or disadvantage</b>	
<b>Areas with poor economic, health or educational outcomes</b>	
<b>People in poverty</b>	

**A Denbighshire of cohesive communities**

<b>Overall Impact</b>	Neutral
<b>Justification for impact</b>	The proposal is of no detriment to employees in Denbighshire, and has a positive impact to a number of employees, specifically on Grade 5 and Grade 6, as such the impact will be positive in terms of providing safe communities and individuals
<b>Further actions required</b>	Whilst we are still at the proposal stage, none are known at this point

**Positive impacts identified:**

<b>Safe communities and individuals</b>	By providing better terms and conditions, those employees affected by these issues will have a improved chance in the community
<b>Community participation and resilience</b>	
<b>The attractiveness of the area</b>	
<b>Connected communities</b>	
<b>Rural resilience</b>	

**Negative impacts identified:**

<b>Safe communities and individuals</b>	
<b>Community participation and resilience</b>	
<b>The attractiveness of the area</b>	
<b>Connected communities</b>	
<b>Rural resilience</b>	

**A Denbighshire of vibrant culture and thriving Welsh language**

<b>Overall Impact</b>	Neutral
<b>Justification for impact</b>	This will not be applicable
<b>Further actions required</b>	This will not be applicable

**Positive impacts identified:**

<b>People using Welsh</b>	
<b>Promoting the Welsh language</b>	
<b>Culture and heritage</b>	

**Negative impacts identified:**

<b>People using Welsh</b>	
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<b>Promoting the Welsh language</b>	
<b>Culture and heritage</b>	

## A globally responsible Denbighshire

<b>Overall Impact</b>	Positive
<b>Justification for impact</b>	As above, improving our terms and conditions sets the standard that we can request our suppliers to adhere to.
<b>Further actions required</b>	No negative impact

### Positive impacts identified:

<b>Local, national, international supply chains</b>	
<b>Human rights</b>	Improving our terms and conditions sets the standard that we can request our suppliers to adhere to.
<b>Broader service provision in the local area or the region</b>	

### Negative impacts identified:

<b>Local, national, international supply chains</b>	
<b>Human rights</b>	
<b>Broader service provision in the local area or the region</b>	