

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 then 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

A resilient Denbighshire

A healthier Denbighshire

A more equal Denbighshire

A Denbighshire of cohesive communities

A Denbighshire of vibrant culture and thriving Welsh

Positive

Neutral

Positive

Neutral

Neutral

Neutral language

Positive



A globally responsible Denbighshire

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

Overall Impact	Positive
Justification for impact	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.
Further actions required	None known at this stage

Positive impacts identified:

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

Negative impacts identified:

A low carbon society	
Quality communications, infrastructure and transport	

Economic development	
Quality skills for the long term	
Quality jobs for the long term	
Childcare	

A resilient Denbighshire

Overall Impact	Neutral
Justification for impact	Not applicable
Further actions required	Not applicable

Positive impacts identified:

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

Negative impacts identified:

Biodiversity and the natural environment	
Biodiversity in the built environment	
Reducing waste, reusing and recycling	

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

A healthier Denbighshire

Overall Impact	Positive
Justification for impact	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.
Further actions required	None known

Positive impacts identified:

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

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

A more equal Denbighshire

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

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	This will be applied to all employees regardless of protected characteristics so any positive impacts already identified will be equally applied.
People who suffer discrimination or disadvantage	This will be applied to all employees regardless of protected characteristics so any positive impacts already identified will be equally applied.

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

Negative impacts identified:

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	
People who suffer discrimination or disadvantage	
Areas with poor economic, health or educational outcomes	
People in poverty	

A Denbighshire of cohesive communities

Overall Impact	Neutral
Justification for impact	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
Further actions required	Whilst we are still at the proposal stage, none are know at this point

Positive impacts identified:

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

Negative impacts identified:

Safe communities and individuals	
Community participation and resilience	
The attractiveness of the area	
Connected communities	
Rural resilience	

A Denbighshire of vibrant culture and thriving Welsh language

Overall Impact	Neutral
Justification for impact	This will not be applicable
Further actions required	This will not be applicable

Positive impacts identified:

People using Welsh	
Promoting the Welsh language	
Culture and heritage	

Negative impacts identified:

People using Welsh	
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Promoting the Welsh language	
Culture and heritage	
A globally responsible Denbighshire	
Overall Impact	Positive
Justification for impact	As above, improving our terms and conditions sets the standard that we can request our suppliers to adhere to.
Further actions required	No negative impact

Positive impacts identified:

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

Negative impacts identified:

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