

EQUALITY IMPACT ASSESSMENT

Project Ref: PE022 – Workforce Pay, Grading, Terms & Conditions Review

What is the proposed budget saving? (Scope of Project from Change Programme).

A review of Pay, Grading and Terms & Conditions of Employment has been carried in order to identify potential savings and efficiencies. The savings is anticipated at £30k in 2019/20 and £170k in 20/21.

Screening Process

Does the proposed saving involve or have consequences for the people the council serves or employs?

Yes No

If yes, proceed to Step 1 of the Full Equality Impact Assessment on page 2.

If No, please state why not.

If no, the budget saving is not relevant and no further action is required.

Impact Assessment Carried Out By: _____

Date: _____

Please forward to Catriona Ferrier (ferrierc@angus.gov.uk)

EQUALITY IMPACT ASSESSMENT FULL ASSESSMENT

Step 1

What data/research is available to assess the likely impact of the proposed saving?

Pay and grading and terms and conditions (T&Cs) used to be standardised throughout the 32 Scottish local authorities until 2007. Since then, local authorities have been able to negotiate their own pay & grading schemes and Terms & Conditions in conjunction with trades unions.

Potential savings have been identified for each of the areas under review for the terms and conditions i.e. working arrangement allowances, TOIL, designated public holidays, excess travel, subsistence and salary protection.

Pay and grading modelling has just started and therefore likely impact cannot at this stage be assessed. A further EIA will be undertaken as this project develops.

Step 2

Is there any reason to believe the proposal could affect people differently due to their protected characteristic ie age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? Please **place a cross** in each box that applies, and give details alongside.

- Age _____
- Disability Cognisance of this will be undertaken during review
- Gender Cognisance of this will be undertaken during review
- Gender Re-assignment _____
- Pregnancy/maternity _____
- Marriage and civil Partnership _____
- Race Cognisance of this will be undertaken during review
- Religion and belief _____
- Sexual orientation _____
- Socio-economic There is potential for some employees to experience economic hardship through a cumulative effect if several changes impact on them

Step 3

Is there evidence to suggest that any part of the proposed saving could unlawfully discriminate against people?

Yes No

If Yes, please give details.

Step 4

Can the proposed saving be seen to favour one section of the community?

Yes No

or deny opportunities to another?

Yes No

If Yes, please give details.

Step 5

Does the proposed saving advance equality?

Yes No

Or restrict equality?

Yes No

If Yes, please give details.

There is the potential for socio-economic inequality to increase, for example, more employees who work on public holidays are shift workers who are generally lower paid. If the number of fixed public holidays are reduced, and/or payment for working on those days is reduced, then those employees can expect less financial recompense.

Step 6

Based on the work you have done, rate the level of impact for any of the equality groups of the proposed saving.

High Medium Low Unknown

Step 7

If during **Steps 2 - 5** there has been an adverse impact identified, consider if any adverse impact can be justified.

Yes No

Please give details.

There is a necessity to identify potential savings and efficiencies across all staff groups. The impact on some may differ, but for the majority of employees the proposed changes will have minimal impact. If these savings do not go ahead there may be more severe cuts required elsewhere.

Impact Assessment Carried Out By: Sharon Faulkner

Date: 15 January 2019

Please forward to Catriona Ferrier (ferrierc@angus.gov.uk)