

Equality and Rights Impact Assessment

2015-2018 Budget Summary Report

What budget option does this ERIA information relate to?

Business services staffing reduction	
Option number	HSC10
Savings proposal	Business services staffing reduction
Division	Older People and Disability Services
Service area	Business Services (for all H&SC)
Description of savings proposal	
<p>Business Services within Health and Social Care provide an integrated service that supports and enables each stage of service provision from assessment to service matching, payments to care providers and income collection. The proposal is a reduction of the Business Services staffing budget by 10.5% (excluding Criminal Justice and Adult Protection). Staffing levels in 2015/16 will be reduced by around 11 FTE posts, with further reductions in future years. The savings proposal will require a radical review of the current support model. Tasks will be prioritised and certain tasks (such as maintaining data quality of client information systems) will no longer be a priority.</p>	

What are the main impacts of this option on rights?

<p>There are no impact on rights of services users and carers. Impacts on employees will be managed in line with existing council HR policies.</p>
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What are the main impacts of this option on equality?

<p>As above</p>

What are the main recommendations to address either the positive or negative impacts?

<p>The impact of reduced Business Support staffing on the Health and Social Care services that they support will be managed by communication of support changes..</p>

Sign Off (print name and position and contact details)

<p>Kyle Hay, Acting Business Services Manager</p> <p>Tel: 0131 553 8309; Email: kyle.hay@edinburgh.gov.uk</p>
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Carbon Impact Assessment Template

BUDGET OPTION (number/title/details)		HSC10: Business services staffing reduction		
LEAD OFFICER (name and contact details)		Kyle Hay, Acting Business Services Manager		
To record your assessment put an X in the appropriate columns below.				
COUNCIL CARBON EMISSIONS	IMPACTS			NOTES
	↓	↑	↔	
WASTE to landfill	X			Some reduction in the Council's carbon emissions as a result of lower staffing levels
BUILDINGS energy usage	X			
INFRASTRUCTURE energy usage	X			
TRANSPORT fuel consumption	X			

↓ = *anticipated decrease in emissions*

↑ = *anticipated increase in emissions*

↔ = *no change anticipated*