

Equality and Rights Impact Assessment

2015-2018 Budget Summary Report

Health and Social Care Workforce savings - general	
Option number	HSC1 and 2
Savings proposal	Workforce savings - general
Division	Health and Social Care - All
Service area	Health and Social Care
Description of savings proposal	
<p>Range of workforce savings to reduce staffing budgets and use of agency staff to cover gaps in rotas, including:</p> <ul style="list-style-type: none">• Continue recruitment freeze for non front-line service posts;• Further delays in essential recruitment where possible;• Reduction in the use of agency staff where this is possible to achieve without reducing essential cover in staffing rotas;• Further reduction in sickness absence;• Further reviews of staffing mix in service teams to achieve outcomes using less qualified staff where possible;• Further exploration of reduced staffing ratios. <p>This proposal now replaces the savings previously identified separately in HSC1 and HSC2.</p>	

What are the main impacts of this option on rights?

Delays in the recruitment of front-line staff could increase the number of people waiting lists for assessment or for care services. The recruitment freeze for administrative staff may reduce support for front-line staff, leading to reduced time available for service users. These risks will be monitored and managed.

What are the main impacts of this option on equality?

As above.

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

Review other savings proposals to establish potential to increase savings targets

Sign Off (print name and position and contact details)

Monica Boyle (Head of Older People & Disability Services).

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BUDGET OPTION (number/title/details)	HSC1 and 2: Workforce savings - general			
LEAD OFFICER (name and contact details)	Monica Boyle, Head of Older People & Disability Services			
To record your assessment put an X in the appropriate columns below.				
COUNCIL CARBON EMISSIONS	IMPACTS			NOTES
	↓	↑	↔	
WASTE to landfill	X		x	Some reductions in Council's carbon impacts due to less staff
BUILDINGS energy usage	X		x	
INFRASTRUCTURE energy usage	X		x	
TRANSPORT fuel consumption	X		x	

↓ = *anticipated decrease in emissions*↑ = *anticipated increase in emissions*↔ = *no change anticipated*