

Equality and Rights Impact Assessment

2015-2018 Budget Summary Report

What budget option does this ERIA information relate to?

Strategy, Planning & Performance savings	
Option number	HSC15
Savings proposal	Strategy, Planning & Performance savings
Division	Chief Social Work Officer's Branch
Service area	Strategic Policy & Performance
Description of savings proposal	
<p>Staffing and service reductions in three HQ sections: Strategic Planning & Commissioning, Policy & Performance (including information and communications technology (ICT) development and support), and Social Strategy. Some loss of support to senior managers and front-line staff and to key community planning partners. Team functions and priorities to be reviewed include:-</p> <p><u>Strategic Planning & Commissioning</u> for health and social care integration and self directed support, and preventive work to reduce dependence on care and health service.</p> <p><u>Policy & Performance</u>:- Monitoring of service impacts, performance and cost effectiveness, developing and maintaining ICT services to support service change, effectiveness, population need and financial planning.</p> <p><u>Social Strategy</u>:- Partnership work on key causes of poor health and wellbeing, poverty and inequality, to agree outcomes and action plans to meet them.</p>	

What are the main impacts of this option on rights?

No impact on rights of service users and cares. Impacts on employees will be managed through the Council's existing HR policies and procedures.

What are the main impacts of this option on equality?

No impact on equalities.

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

Include in wider review of all "back office" savings in Health and Social Care in order to maximise efficiencies and savings delivery, and opportunities for staff redeployment.
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Sign Off (print name and position and contact details)

Michelle Miller, Head of Service & Chief Social Work Officer

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BUDGET OPTION (number/title/details)	HSC15: Strategy, Planning & Performance savings			
LEAD OFFICER (name and contact details)	Michelle Miller, Head of Service & Chief Social Work Officer			
To record your assessment put an X in the appropriate columns below.				
COUNCIL CARBON EMISSIONS	IMPACTS			NOTES
	↓	↑	↔	
WASTE to landfill			x	
BUILDINGS energy usage			x	
INFRASTRUCTURE energy usage	x			Staff reductions likely to reduce carbon emissions slightly
TRANSPORT fuel consumption			x	

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