

1) EIA Author

Carol Murphy

2) Service

Chief Executives Office/ Strategic Services - S/ Human Resources -SA/
Strategic Human Resources

3) Start date

11 April 2012

4) What is this EIA assessing?

Project

5) What is the subject of your EIA and what do you hope to achieve?

Payment of £250 to those employees who earn the full time equivalent of £21,000 or less from 1 June 2012 for a 12 month period. The payment recognises that this is the third year of a pay freeze for local government employees and the impact this has had specifically on those on lower pay.

6) Which function level EIA(s) does it relate to?

7) Reason for doing this EIA

New project

8) Who has been involved in writing this EIA?

Carol Murphy - Human Resources

9) Who have you consulted with when preparing this EIA?

This is a proposal that is being implemented as part of the Council budget set for 2012/13 which has been through a consultation exercise with managers, trades unions, external partners and residents of the borough.

10) What other evidence is your EIA based on?

Based on workforce data from the Business Management System

11) What further consultation or evidence is required? What will be done to collect this?

A requirement has been identified for a consultation exercise to be carried out with Schools to understand the financial implications for the relevant budgets. Schools will be contacted through the normal channels to obtain their views and comments at which point officers from Finance and Resources will undertake and compile the financial assessments.

12) How does this EIA link to the corporate equality scheme 2010 - 2013 objectives?

5 - To increase knowledge and understanding of equality and diversity issues amongst staff and councillors

13) How will the Project be monitored?

- Staff feedback

14) What is currently being done to reduce any negative impacts relating to this Project?

There are no negative impacts relating to the staff affected by this proposal. Money has been set aside in the General Fund budget for 2012/13 for the implementation of any pay award agreed for those

employees earning the full time equivalent of £21,000 or less. A consultation exercise with Schools will identify the financial implication for school budgets.

15) What are the potential positive and negative impacts of your Project on these characteristics?

Age

Potential positive impact(s):

This will increase the pay of those employees earning the full time equivalent of £21,000 or less. this will also have a positive impact on pension.

Potential negative impact(s):

There is no evidence to suggest any negative impacts on this group of staff.

What evidence have you based this judgement on?

Workforce data from the Business Management System.

What new actions will you introduce to remove or reduce the negative impact(s)? Please include timescales and responsibility information.

Action

Timescale

1 There are no actions required.

Disability

Potential positive impact(s):

This will have a positive impact on pay.

Potential negative impact(s):

There is no evidence to suggest any potential negative impacts on this group of staff as it applies to all employees earning the full time equivalent of £21,000 or less.

What evidence have you based this judgement on?

Workforce data in the Business Management System.

What new actions will you introduce to remove or reduce the negative impact(s)? Please include timescales and responsibility information.

Action

Timescale

1 There are no actions required.

Gender

Potential positive impact(s):

This affects 2,371 employees excluding casual employees, the majority of these are women on part time assignments which will increase levels of pay.

Potential negative impact(s):

There is no evidence to suggest any potential negative impacts on this staff group as it applies to all employees earning the full time equivalent of £21,000 or less.

What evidence have you based this judgement on?

Workforce data from the Business Management System.

What new actions will you introduce to remove or reduce the negative impact(s)? Please include timescales and responsibility information.

Action

Timescale

1 There are no actions required.

Race

Potential positive impact(s):

This will have a positive impact on pay.

Potential negative impact(s):

There is no evidence to suggest any potential negative impacts on this staff group as it applies to all employees earning the full time equivalent of £21,000 or less.

What evidence have you based this judgement on?

Workforce data from the Business Management System.

What new actions will you introduce to remove or reduce the negative impact(s)? Please include timescales and responsibility information.

Action

Timescale

1 There are no actions required.

Religion / Belief

Potential positive impact(s):

This will have a positive impact on pay.

Potential negative impact(s):

There is no evidence to suggest any potential negative impacts on this staff group as it applies to all employees earning the full time equivalent of £21,000 or less.

What evidence have you based this judgement on?

Workforce data from the Business Management System.

What new actions will you introduce to remove or reduce the negative impact(s)? Please include timescales and responsibility information.

Action

Timescale

Action	Timescale
1 There are no actions required.	

Sexual Orientation

Potential positive impact(s):

This will have a positive impact on pay.

Potential negative impact(s):

There is no evidence to suggest any potential negative impacts on this staff group as it applies to all employees earning the full time equivalent of £21,000 or less.

What evidence have you based this judgement on?

Workforce data from the Business Management System.

What new actions will you introduce to remove or reduce the negative impact(s)? Please include timescales and responsibility information.

Action	Timescale
1 There are no actions required.	

Maternity / Pregnancy

Potential positive impact(s):

This will have a positive impact on pay and consequently increase maternity pay for those eligible to receive occupational maternity pay.

Potential negative impact(s):

There is no evidence to suggest any potential negative impacts on this staff group.

What evidence have you based this judgement on?

Workforce data from the Business Management System.

What new actions will you introduce to remove or reduce the negative impact(s)? Please include timescales and responsibility information.

Action	Timescale
1 There are no actions required.	

Marriage / Civil Partnership

Potential positive impact(s):

This will have a positive impact on pay.

Potential negative impact(s):

There is no evidence to suggest any potential negative impacts on this staff group as it applies to all employees earning the full time equivalent of £21,000 or less.

What evidence have you based this judgement on?

Workforce data from the Business Management System.

What new actions will you introduce to remove or reduce the negative impact(s)? Please include timescales and responsibility information.

Action

Timescale

- 1** There are no actions required.
-

Gender Reassignment

Potential positive impact(s):

This will have a positive impact on pay.

Potential negative impact(s):

It is not possible at this time to assess whether there is any evidence to suggest potential negative impacts on this group of staff.

What evidence have you based this judgement on?

This protected characteristic is not currently populated on the Business Management System, however there is no evidence to suggest a negative impact for this group of staff as it applies to all employees within the scope of this proposal.

What new actions will you introduce to remove or reduce the negative impact(s)? Please include timescales and responsibility information.

Action

Timescale

- 1** There are no actions required.
-

16) Considering the findings of this EIA, you requires

Major changes

17) Please specify why.

There may be additional financial implications to consider for Schools and corporate budgets which may affect the implementation date.

18) When will this EIA need to be reviewed?

This EIA will be reviewed within 6 months of implementation to assess whether there are any negative impacts that need to be addressed going forward.