

# WELSH GOVERNMENT INTEGRATED IMPACT ASSESSMENT

<b>Title of proposal:</b>	<b>SAS Pay award</b>
<b>Department:</b>	<b>HSS Workforce &amp; OD</b>
<b>Head of Division/SRO (name):</b>	<b>Emma Coles</b>
<b>Cabinet Secretary/Minister responsible:</b>	<b>Minister for Health and Social Services</b>
<b>Start Date:</b>	<b>July 2022</b>

## SECTION 1. WHAT ACTION IS THE WELSH GOVERNMENT CONSIDERING

### AND WHY?

#### **Issue and Action Proposed**

The Minister for Health and Social Services made a Written Statement on 22 July 2022 in relation to providing a pay increase for SAS (Specialty and Associated Specialists) Doctors for 2022/23.

#### **Long term and preventative methods**

As this is an annual pay rise for the SAS group of doctors and dentists, it is not anticipated this will prevent or address any longer term measures. Long term measures for this group of doctors have been addressed with implementing a new contract, that was agreed in social partnership, in 2021.

For NHS staff in Wales their annual pay is considered and announced by the Minister for Health and Social Services following the outcome of the two NHS pay review bodies recommendations, unless multiyear contract reform deals are agreed in partnership with employers and trade unions and pay is included as part of the reform package.

As the proposal is an annual pay rise for SAS doctors and dentists, it is not intended to be preventative in the long term.

#### **Collaboration and involvement**

As part of the 2022/2023 pay rise process the Minister for Health and Social Services sought a recommendation from the independent the Review Body on Doctors' and Dentists' Remuneration (DDRB).

As part of the pay review process Welsh Government, along with NHS Employers and Trade unions had the ability to submit evidence for consideration by the DDRB in making their recommendation.

For the 2022/23 process, the British Medical Association, submitted evidence, based on their experience with their members, which was taken in consideration by the DDRB.

In their 50<sup>th</sup> report for 2022/23 the DDRB made a recommendation for a 4.5 per cent increase to national salaries for SAS doctors and dentists who do not move onto the reformed contracts.

Whilst DDRB were not remitted for recommendations for those already in in multi-year deals, which includes those under the reformed 2021 contract, they strongly urged the governments to consider the unique economic and workforce context of this year, the need

to protect the relative pay position of staff on multiyear deals, and the issues of recruitment, retention and motivation.

As a result of this, the Minister for Health and Social Services made the decision to pay a one off non-consolidated payment of £1,400 for those in a multiyear deal on the new (2021) Speciality and Specialist doctor and dentist contract. This decision ensured that those who have moved or are in the process of transferring to the new contract will not be discouraged to do so solely from a pay perspective given the unprecedented cost pressures on take home pay this year.

The figure of £1,400 was considered to be appropriate as this was the amount recommended by the NHSPRB for NHS staff on Agenda for Change terms and conditions. As opposed to a 4.5% unconsolidated payment given the reformed 2021 contracts had already received investment into pay with the three year pay deal.

This decision also supports Welsh Government's policy goal to ensure the new 2021 contract benefits can be fully realised including, improved terms and conditions for doctors, leading to better services and patient experience along with addressing long standing safety and wellbeing concerns for this group of doctors. Continuing to encourage doctors to move to the 2021 contract also addresses the equality and discrimination concerns regarding the 2008 contract. The reformed 2021 contract was agreed in social partnership and all parties agreed its wider policy benefits

The Minister also considered the unintended consequence of a 4.5% pay award on the old (2008) Specialty doctor contract as this now means the old contract top salary point will be even higher than the new contract, as it is currently £296 higher.

Therefore, the Minister decided that the top salary on the 2008 contract should be frozen to maintain the integrity of the new 2021 contract and pay scales.

To mitigate the negative impact for those doctors' current on the top pay point, it was also decided that they should receive a non-consolidated payment of 4.5% so as to mitigate any negative consequences of not having an annual pay award given the cost-of-living crisis

### **Costs and Savings**

This cost has already been accounted for within 2022/23 budgets when the pay award for all NHS staff was announced for 2022/23.

### **Mechanism**

No legislation is required for this proposal.

## SECTION 2. WHAT WILL BE THE EFFECT ON SOCIAL WELL-BEING?

### 2.1 People and Communities

**How (either positively or negatively), and to what extent (significant/moderate/minimal impact), will the proposal affect people and communities?**

The main purpose of this proposal is to provide a pay rise to SAS Doctors and Dentists. Therefore, it is not anticipated to have a significant effect on people and communities.

### 2.2 Children's Rights

The main purpose of this proposal is to provide a pay rise to SAS Doctors and Dentists. Therefore, it is not anticipated to have a significant effect on Children's rights.

### 2.3 Equality

The main purpose of this proposal is to provide a pay rise to SAS Doctors and Dentists. Therefore, it is not anticipated to have a significant effect on equality. Although this was taken into consideration when taking decisions on the pay award.

### 2.4 Rural Proofing

The main purpose of this proposal is to provide a pay rise to SAS Doctors and Dentists. Therefore, it is not anticipated to have a significant effect on rural living.

As a result of the above, a rural proofing impact assessment is not required.

### 2.5 Health

The main purpose of this proposal is to provide a pay rise to SAS Doctors and Dentists. Therefore, it is not anticipated to have a significant effect on the health determinants.

### 2.6 Privacy

**Will the proposal involve processing information that could be used to identify individuals?**

No

## **SECTION 3. WHAT WILL BE THE EFFECT ON CULTURAL WELL-BEING AND THE WELSH LANGUAGE?**

### **3.1 Cultural Well-being**

The main purpose of this proposal is to provide a pay rise to SAS Doctors and Dentists. Therefore, it is not anticipated to have a significant effect cultural well-being.

### **3.2 Welsh Language**

The proposal is a pay rise for a group of NHS staff so has no impact on Welsh Language standards.

## **SECTION 4. WHAT WILL BE THE EFFECT ON ECONOMIC WELL-BEING?**

### **4.1 Business, the general public and individuals**

The main purpose of this proposal is to provide a pay rise to SAS Doctors and Dentists. Therefore, it is not anticipated to have a significant impact on business and the public.

### **4.2 Public Sector including local government and other public bodies**

The main purpose of this proposal is to provide a pay rise to SAS Doctors and Dentists. Therefore, it is not anticipated to have a significant impact on local government and other public sector bodies.

However, the pay award for 2022/2023 overall for NHS staff was in the region of 5% and is in line with other Welsh Public Sector organisations.

### **4.3 Third Sector**

The main purpose of this proposal is to provide a pay rise to SAS Doctors and Dentists. Therefore, it is not anticipated to have a significant impact on the third sector

#### **4.4 Justice Impact**

The proposal will not be amending legislation or creating an offence. Therefore, no justice impact is required.

## **SECTION 5. WHAT WILL BE THE EFFECT ON ENVIRONMENTAL WELL-BEING?**

### **5.1 Natural Resources**

The contract is anticipated to have a no impact on natural resources as its purpose is to provide SAS doctors and dentists with a pay rise with a modernised contract.

### **5.2 Biodiversity**

The contract is anticipated to have a no impact on biodiversity as its purpose is to provide SAS doctors and dentists with a pay rise with a modernised contract.

### **5.3 Climate Change**

The contract is anticipated to have a no impact on climate change as its purpose is to provide SAS doctors and dentists with a pay rise with a modernised contract.

As a result of the above, a climate change impact assessment is not required.

### **5.4 Strategic Environmental Assessment (SEA)**

The contract is anticipated to have a no impact on the environment as its purpose is to provide SAS doctors and dentists with a pay rise with a modernised contract.

As a result of the above, a SEA impact assessment is not required.

### **5.5 Habitats Regulations Assessment (HRA)**

The contract is anticipated to have a no impact on habitats as its purpose is to provide SAS doctors and dentists with a pay rise with a modernised contract.

As a result of the above, a HRA is not required.

### **5.6 Environmental Impact Assessment (EIA)**

The contract is anticipated to have a no impact on the environment as its purpose is to provide SAS doctors and dentists with a pay rise with a modernised contract.

As a result of the above, a EIA is not required.

## SECTION 6. SOCIO-ECONOMIC DUTY WHAT WILL BE IMPACT ON SOCIO-ECONOMIC DISADVANTAGE?

### 6.1 The Socio-economic Duty.

This proposal is not of a strategic nature therefore does not require socio-economic duty.

## SECTION 7. RECORD OF FULL IMPACT ASSESSMENTS REQUIRED

Impact Assessment	Yes/No	If yes, you should
Children's rights	No	Complete the Children's Rights Impact Assessment below
Equality	Yes*	Complete the Equality Impact Assessment below
Socio-economic Duty	No	Complete the Socio-economic Duty Assessment below
Rural Proofing	No	Complete the <b>Error! Reference source not found.</b> below
Health	No	Refer to the Integrated Impact Assessment Guidance
Privacy	No	Complete the <b>Error! Reference source not found.</b> below
Welsh Language	Yes	Complete the Welsh Language Impact Assessment below
Economic / RIA	No	Refer to the Integrated Impact Assessment Guidance
Justice	No	Complete the Justice System Impact Identification form on the intranet
Biodiversity	Yes*	Complete the <b>Error! Reference source not found.</b> below



Climate Change	No	Refer to the Integrated Impact Assessment Guidance
Strategic Environmental Assessment	No	Refer to the Integrated Impact Assessment Guidance
Habitat Regulations Assessment	No	Refer to the Integrated Impact Assessment Guidance
Environmental Impact Assessment	No	Refer to the Integrated Impact Assessment Guidance

## SECTION 8. CONCLUSION

### 8.1 How have people most likely to be affected by the proposal been involved in developing it?

*For the 2022/2023 pay rise process the Minister for Health and Social Services sent a remit letter to the independent the Review Body on Doctors' and Dentists' Remuneration (DDRB) to ask for their recommendations on NHS pay.*

*Before the Minister issued the remit letter, she spoke with the trade union that represent SAS Doctors and dentists, the British Medical Association, to explain her intention of entering this process.*

*As part of the pay review process Welsh Government, along with NHS Employers and Trade Unions had the ability to submit evidence for consideration by the DDRB in making their recommendation.*

*One of the priorities on the pay award decision for Speciality Doctors was to not undermine movement from the 2008 to the 2021 contract to address the equality and discrimination concerns that are acknowledged in the 2008 contract*

*All Trade Unions had the opportunity to submit evidence to the Pay Review Bodies. Evidence submitted was then taken into consideration when arriving at recommendations.*

### 8.2 What are the most significant impacts, positive and negative?

*As the proposal is a pay rise for SAS doctors and dentists, there are no significant impacts other than providing an increase to salary. The balance of affordability and the impact pay has on recruitment and retention must also be considered.*

### 8.3 In light of the impacts identified, how will the proposal:

The proposal has no impact on the seven well-being goals as the purpose of the proposal is to implement a pay rise for SAS doctors and dentists in Wales

### 8.4 How will the impact of the proposal be monitored and evaluated as it progresses and when it concludes?

*As the proposal is an annual pay rise it there are no evaluation plans in place.*

## SECTION 9. DECLARATION

### Declaration

I am satisfied that the impact of the proposed action has been adequately assessed and recorded.

Name of Senior Responsible Officer / Deputy Director: Emma Coles

Department: HSS - Workforce & Corp. Business Directorate

Date: December 2022

## FULL IMPACT ASSESSMENTS

### A. EQUALITY IMPACT ASSESSMENT

**1. Describe and explain the impact of the proposal on people with protected characteristics as described in the Equality Act 2010.**

The purpose of the policy is to provide a group of NHS staff an annual pay rise and is not anticipated to have a major impact on people with protected characteristic. However, for those who are on the top of the 2008 contract there may be a small negative impact. Details of this, and how it can be mitigated are included within the table below.

**Record of Impacts by protected characteristic:**

Protected characteristic or group	What are the positive or negative impacts of the proposal?	Reasons for your decision (including evidence)	How will you mitigate Impacts?
Age	<p>The 2008 contract has a pay progression based on a years service model. Typically, those who are on the top of the 2008 Pay Scale tend to be older therefore this decision may have a negative impact on this group on people.</p>	<p>The decision to freeze the top pay point was to ensure the integrity of the 2021 pay structure, and ensure pay was not a barrier to stop people moving onto the new contract. The overriding principle was to not undermine movement from the 2008 to the 2021 contract to address the equality and discrimination</p>	<p>To mitigate impact of no pay award, those on the 2008 contract received a non consolidated pay award of 4.5%.</p>

		concerns that are acknowledged in the 2008 contract	
Disability	The policy is not anticipated to have a negative impact on people who have a disability	The proposal does not have a negative impact on this group.	There are no negative impacts to this group
Gender Reassignment	The policy is not anticipated to have a negative impact on people who have undertaken or are in the process of gender reassignment.	The proposal does not have a negative impact on this group.	There are no negative impacts to this group
Pregnancy and maternity	The policy is not anticipated to have a negative impact on pregnancy and maternity	The proposal does not have a negative impact on this group.	There are no negative impacts to this group
Race	SAS doctors and dentists have a higher percentage, than many other NHS staff groups, of staff from a black, Asian and minority ethnic background and they may be at the top of the Pay Scale.  Therefore, this decision may have a negative	The decision to freeze the top pay point was to ensure the integrity of the 2021 pay structure, and ensure pay was not a barrier to stop people moving onto the new contract. The overriding principle was to not undermine movement from the 2008 to the 2021 contract to address the	To mitigate impact of no pay award, those on the 2008 contract received a non consolidated pay award of 4.5%.

	impact on this group on people.	equality and discrimination concerns that are acknowledged in the 2008 contract	
Religion, belief and non-belief	The proposal is not anticipated to have a negative impact for Religion, belief and non-belief.	The proposal does not have a negative impact on this group.	There are no negative impacts to this group
Sex / Gender	The proposal is not anticipated to have a negative impact on Sex/Gender	The proposal does not have a negative impact on this group.	There are no negative impacts to this group
Sexual orientation	The proposal is not anticipated to have a negative impact on sexual orientation.	The proposal does not have a negative impact on this group.	There are no negative impacts to this group
Marriage and civil partnership	The policy is not anticipated to have a negative impact on Marriage and civil partnership	The proposal does not have a negative impact on this group.	There are no negative impacts to this group
Children and young people up to the age of 18	The policy is not anticipated to have a negative impact on Children and young people up to the age of 18	The proposal does not have a negative impact on this group.	There are no negative impacts to this group

Low-income households	The policy is not anticipated to have a negative impact on people on low income households.	The proposal does not have a negative impact on this group.	There are no negative impacts to this group
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**Human Rights and UN Conventions**

*The proposal has no impact on Human Rights or UN Conventions*

**EU/EEA and Swiss Citizens' Rights**

The proposal has no impact on EU/EEA and Swiss Citizens' Rights.

## B. WELSH LANGUAGE IMPACT ASSESSMENT

The Welsh Language Standards are a set of legally binding requirements which apply to the NHS and to Welsh Government. They clearly set out responsibilities in providing bilingual services. Under the Standards the Welsh language must be treated no less favourably than the English. This proposal will not cause the Welsh language to be treated less favourably than English.

## C. BIODIVERSITY IMPACT ASSESSMENT

### Embedding biodiversity

#### **1. How will your proposal integrate biodiversity into decision making?**

There are no identified impacts or positive opportunities for action for biodiversity as a consequence of this proposal.

#### **2. Has your proposal ensured biodiversity is accounted for in business decisions?**

There are no identified impacts to biodiversity and natural resources as a consequence of this proposal.

#### **3. How does your proposal improve understanding and raise awareness of the importance of biodiversity, encouraging others to act?**

There are no identified impacts to biodiversity and natural resources as a consequence of this proposal and in this context it is not a mechanism suited to improving understanding and raising awareness of biodiversity.

### Improving our evidence, understanding and monitoring

#### **4. Have you used the best available evidence of biodiversity to inform your proposal and this assessment?**

There is no link between the proposal and the following;

- the lists of species and habitats of principal importance published under Section 7 of the Environment (Wales) Act
- the State of Natural Resources Report
- any relevant area statement published by NRW.



**5. Have you used up to date knowledge of the key impacts on biodiversity to make evidence-based decisions?**

The proposal has no key negative impacts or drivers of change which apply to biodiversity.

**6. Can your proposal contribute to our body of knowledge for biodiversity?**

As the proposal does not impact on biodiversity, it will not provide any evidence which could contribute to the body of knowledge for biodiversity.

**Governance and support for delivery of biodiversity action**

**7. Can your proposal support biodiversity action in any way?**

The proposal does not impact on biodiversity so does not offer opportunities to support biodiversity action.

**8. Can your proposal help to build capacity for biodiversity action?**

The proposal does not impact on biodiversity so does not offer opportunities to build capacity for biodiversity action.

**9. Have you recorded decisions and actions to maintain and enhance biodiversity?**

The proposal does not impact on biodiversity so there are no applicable decisions to record in this context.

**As the proposal does not concern construction or management of land and/or sea Questions 10 – 16 of this assessment have not been considered**