

# Aberdeenshire Council

## Integrated Impact Assessment

### Budget savings 2025/26 - Centralising Occupational Health Referrals

Assessment ID	IIA-002710
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Approved By	Karen Wiles
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# 1. Overview

This document has been generated from information entered into the Integrated Impact Assessment system.

Currently managers are able to directly refer their teams to Occupational Health. A review has shown that this area could be managed centrally by HR to avoid unnecessary referrals.

During screening 1 of 11 questions indicated that detailed assessments were required, the screening questions and their answers are listed in the next section. This led to 1 out of 5 detailed impact assessments being completed. The assessments required are:

- Equalities and Fairer Scotland Duty

In total there are 0 positive impacts as part of this activity. There are 0 negative impacts, all impacts have been mitigated.

A detailed action plan with 1 points has been provided.

This assessment has been approved by karen.wiles@aberdeenshire.gov.uk.

The remainder of this document sets out the details of all completed impact assessments.

## 2. Screening

Could your activity / proposal / policy cause an impact in one (or more) of the identified town centres?	No
Would this activity / proposal / policy have consequences for the health and wellbeing of the population in the affected communities?	No
Does the activity / proposal / policy have the potential to affect greenhouse gas emissions (CO2e) in the Council or community and / or the procurement, use or disposal of physical resources?	No
Does the activity / proposal / policy have the potential to affect the resilience to extreme weather events and/or a changing climate of Aberdeenshire Council or community?	No
Does the activity / proposal / policy have the potential to affect the environment, wildlife or biodiversity?	No
Does the activity / proposal / policy have an impact on people and / or groups with protected characteristics?	No
Is this activity / proposal / policy of strategic importance for the council?	No
Does this activity / proposal / policy impact on inequality of outcome?	No
Does this activity / proposal / policy have an impact on children / young people's rights?	No
Does this activity / proposal / policy have an impact on children / young people's wellbeing?	No
Does the activity / proposal / policy relate to budget proposals?	Yes

## 3. Impact Assessments

Children's Rights and Wellbeing	Not Required
Climate Change and Sustainability	Not Required
Equalities and Fairer Scotland Duty	No Negative Impacts Identified
Health Inequalities	Not Required
Town Centre's First	Not Required

## 4. Equalities and Fairer Scotland Duty Impact Assessment

### 4.1. Protected Groups

Indicator	Positive	Neutral	Negative	Unknown
Age (Younger)		Yes		
Age (Older)		Yes		
Disability		Yes		
Race		Yes		
Religion or Belief		Yes		
Sex		Yes		
Pregnancy and Maternity		Yes		
Sexual Orientation		Yes		
Gender Reassignment		Yes		
Marriage or Civil Partnership		Yes		

### 4.2. Socio-economic Groups

Indicator	Positive	Neutral	Negative	Unknown
Low income		Yes		
Low wealth		Yes		
Material deprivation		Yes		
Area deprivation		Yes		
Socioeconomic background		Yes		

### 4.3. Evidence

Type	Source	It says?	It Means?
External Data	OH provider	that there is no change to the outcome for employees as a result of process change to referrals.	No change to outcomes for employees

### 4.4. Engagement with affected groups

Trade unions, managers, HR and H&S professionals and the OH provider.

### 4.5. Ensuring engagement with protected groups

No but if monitoring data indicates there is an impact this will be undertaken.

### 4.6. Evidence of engagement

N/a

## **4.7. Overall Outcome**

No Negative Impacts Identified.

Managers will no longer be able to directly refer employees to OH as there were too many unnecessary referrals causing stress and cost. This has now been reduced resulting in a saving and will be monitored over the course of the contract to ensure there is no detrimental impact on our employees.

## **4.8. Improving Relations**

N/A

## **4.9. Opportunities of Equality**

N/A

## 5. Action Plan

Planned Action	Details
<p>Monitor information from the OH provider to ensure there is no detrimental outcome for any employee.</p>	<p><b>Lead Officer</b> Holly Morrison</p> <p><b>Repeating Activity</b> No</p> <p><b>Planned Start</b> Thursday August 01, 2024</p> <p><b>Planned Finish</b> Friday August 01, 2025</p> <p><b>Expected Outcome</b> This is a change to the back office processing of OH referrals and it is not anticipated that there will be an impact on employees.</p> <p><b>Resource Implications</b> This is already done by HR who manage the OH contract.</p>