

Aberdeenshire Council

Integrated Impact Assessment

Employee Support Services provision

Assessment ID	IIA-001086
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Service Reviewers	Kay Hopwood
Approved By	Karen Wiles
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1. Overview

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

Changes to the provision of employee support services to broaden the offering - retaining an Employee Assistance Programme (counselling), introducing a mental health and wellbeing digital support tool and retaining occupational health provision including physiotherapy. An additional resource is being provided in the mental health and wellbeing digital support tool, a new provider has been awarded the contract for the Employee Assistance Programme who are providing the service free of charge and more accurate billing of the occupational health contract has allowed for a saving of £50,000 to be identified in the overall budget for employee support services.

During screening 0 of 10 questions indicated that detailed assessments were required, the screening questions and their answers are listed in the next section. This led to 0 out of 5 detailed impact assessments being completed. The assessments required are:

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 0 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

3. Impact Assessments

Children's Rights and Wellbeing	Not Required
Climate Change and Sustainability	Not Required
Equalities and Fairer Scotland Duty	Not Required
Health Inequalities	Not Required
Town Centre's First	Not Required

4. Justification

Whilst there is a budget saving of £50,000 being offered, no services are being removed and there are additional support services being put in place. The screening question asking about health related consequences for communities - there should be a positive impact on employees should they choose to engage with the resources available to them. These services are only available to employees so would not have an impact on the wider communities within Aberdeenshire in direct relation to any town centres, resilience efforts to extreme weather or climate. These services are not open to children as they are for employees only. In relation to the climate - EAP appointments and Occupational health appointments are held via telephone consultations as the standard, meaning less travel to sites for face to face appointments.