

Dear

ATISN 17047 – Impact Assessment for SAS Doctors

Thank you for your request to the Welsh Government for information under the Freedom of Information Act (2000) received on 10 January 2023. You requested the following:

With reference to: [Pay Award Speciality and Associated Specialists SAS Doctors Impact Assessment](#)

- 1. The Welsh Government's Impact Assessment template requires names of the responsible officers and the completion date and sign off by the SRO. Please can you provide this information?*
- 2. This impact assessment relates only to SAS doctors. Is there an assessment to cover the rest of the DDRB remit group? If not, could you explain why?*
- 3. I note that you have deleted sections 2 to 7 of the WG's standard template. Section 6 covers the need to undertake full impact assessments, including Equality Impact Assessments (EIA). This is a legal requirement under the Equality Act 2010 where protected groups are affected. Guidance requires that a screening process must be undertaken to determine when an EIA is needed. This should be documented and signed off. This point is explained in the recent Wales Audit Report: Equality Impact Assessments - more than a tick box exercise.*

“Screening is most often a document template which an officer developing or reviewing a process or policy uses to determine whether they anticipate any impact on protected groups. The approach ranges in practice from a separate short impact assessment to a set of screening questions at the beginning of the full assessment template which determine whether to proceed with the full EIA.....Where a body decides it does not need a full EIA, they will usually retain a copy of the screening tool as evidence that it has considered the PSED.”

I would be grateful if you could provide me with a copy of your screening tool or whatever evidence you hold to support the decision that there is no impact on protected groups and therefore no need for a full EIA.

- 4. On 23 January you submitted a further query. For the years 2018, 2019, 2020 and 2021, I would like to see all impact assessments and supporting evidence relating to the Health Minister's decision on doctors pay or any sub category of doctor. This includes impact assessments, integrated impact assessments or equality impact assessments. If no assessment has been made in a particular year, I would like to see the documents relating to the screening process that supports the decision not to undertake an assessment.*

Our Response

1. A copy of the impact assessment has been provided which includes the names of the officers.
2. The Impact Assessment only covered the SAS doctor group as the rest of the remit group under DDRB received a pay award for 2022/23 in line with the recommendations from DDRB.
3. It is standard practice by Welsh Government to only publish sections 1 and 8. All the required sections of the Impact Assessment were completed. A copy of the Impact Assessment has been provided.
4. No Impact Assessment were required in previous years as the DDRB recommendations were met in full.

Next steps

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit,
Welsh Government,
Cathays Park,
Cardiff,
CF10 3NQ

or Email: Freedom.ofinformation@gov.wales

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

Information Commissioner's Office,
Wycliffe House,
Water Lane,
Wilmslow,
Cheshire,
SK9 5AF.

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely,