

**TEMPORARY PROMOTION POLICY  
 HaRD 067**

**SUSTAINABILITY IMPACT ASSESSMENT**

Staff preparing a policy, Governing Body (or Sub-Committee) report, service development or project are required to complete a Sustainability Impact Assessment (SIA). The purpose of this SIA is to record any positive or negative impacts that this is likely to have on sustainability.

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| <b>What is the main purpose of the document</b> | The aim of this policy is to ensure a fair and equitable approach across the CCG to situations in which an individual may be asked to temporarily work, either wholly or partly, in a higher pay band for a significant period of time. |
| <b>Date completed</b>                           | 16 July 2014  |
| <b>Completed by</b>                             | YHCS Workforce  |

| <b>Domain</b> | <b>Objectives</b>  | <b>Impact of activity</b><br>Negative = -1<br>Neutral = 0<br>Positive = 1<br>Unknown = ?<br>Not applicable = n/a | <b>Brief description of impact</b> | <b>If negative, how can it be mitigated ?<br/>If positive, how can it be enhanced ?</b> |
|---------------|--|--|------------------------------------|---|
| <b>Travel</b> | Will it provide / improve / promote alternatives to car based transport?<br>Will it support more efficient use of cars (car sharing, low emission vehicles, environmentally friendly fuels and technologies)?<br>Will it reduce 'care miles' (telecare, care closer) to home?<br>Will it promote active travel (cycling, walking)?<br>Will it improve access to opportunities and facilities for all groups? | N/A  |                                    |   |

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|------------------------------|--|-----|--|--|
| <b>Procurement</b>           | <p>Will it specify social, economic and environmental outcomes to be accounted for in procurement and delivery?<br/> Will it stimulate innovation among providers of services related to the delivery of the organisations' social, economic and environmental objectives?<br/> Will it promote ethical purchasing of goods or services?<br/> Will it promote greater efficiency of resource use?<br/> Will it obtain maximum value from pharmaceuticals and technologies (medicines management, prescribing, and supply chain)?<br/> Will it support local or regional supply chains?<br/> Will it promote access to local services (care closer to home)?<br/> Will it make current activities more efficient or alter service delivery models</p> | N/A |  |  |
| <b>Facilities Management</b> | <p>Will it reduce the amount of waste produced or increase the amount of waste recycled?<br/> Will it reduce water consumption?</p>  | N/A |  |  |
| <b>Workforce</b>             | <p>Will it provide employment opportunities for local people?<br/> Will it promote or support equal employment opportunities?<br/> <u>Will it promote healthy working lives (including health and safety at work, work-life/home-life balance and family friendly policies)?</u><br/> Will it offer employment opportunities to disadvantaged groups?</p>  | N/A |  |  |
| <b>Community Engagement</b>  | <p>Will it promote health and sustainable development?<br/> Have you sought the views of our communities in relation to the impact on sustainable development for this activity?</p>   | N/A |  |  |
| <b>Buildings</b>             | <p>Will it improve the resource efficiency of new or refurbished buildings (water, energy, density, use of existing buildings, designing for a longer lifespan)?<br/> Will it increase safety and security in new buildings and developments?<br/> Will it reduce greenhouse gas emissions from transport (choice of mode of transport, reducing need to travel)?<br/> Will it provide sympathetic and appropriate landscaping around new development?<br/> Will it improve access to the built environment?</p>   | N/A |  |  |

|                                     |   |     |  |  |
|-------------------------------------|---|-----|--|--|
| <b>Adaptation to Climate Change</b> | Will it support the plan for the likely effects of climate change (e.g. identifying vulnerable groups; contingency planning for flood, heat wave and other weather extremes)?   | N/A |  |  |
| <b>Models of Care</b>               | <p>Will it minimising 'care miles' making better use of new technologies such as telecare and telehealth, delivering care in settings closer to people's homes?</p> <p>Will it promote prevention and self-management?</p> <p>Will it provide evidence-based, personalised care that achieves the best possible outcomes with the resources available?</p> <p>Will it deliver integrated care, that co-ordinate different elements of care more effectively and remove duplication and redundancy from care pathways?</p> | N/A |  |  |