

SUMMARY OF EQIA OUTCOMES

REF. NO. / CONTACT DETAILS <i>Ref. no. and Lead Official's contact details.</i>	POLICY DETAILS <i>Give a brief description of the aim of the policy or legislation. Outline length of consultation and with whom</i>	POTENTIAL IMPACTS <i>Outline the potential positive and negative equality impacts identified by the EQIA</i>	MITIGATIONS <i>Outline any mitigations offered and to which groups</i>	CONCLUSION <i>Were any changes made to the policy as a result of the EQIA? Is monitoring required?</i>
<p>H1</p> <p>Vivienne Walker Beeches Management Centre The Beeches 12 Hampton Manor Drive Belfast, BT7 3EN</p> <p>Tel No: 9064 4811 vwalker@beeches. bmc.n-i.nhs.uk</p>	<p>The HPSS HR Framework provides interim guidance for HPSS organisations as they implement the RPA by setting high level principles and processes.</p> <p>Contact was made with the entire DHSSPS consultation list when the draft EQIA report was issued. There was intensive involvement of stakeholders in the HPSS, including the trade unions, during its development.</p>	<p>No differential impact was identified as a consequence of the high level EQIA or the application of the HPSS HR Framework per se.</p>	<p>It was recognised that there was a potential for differential impact as the HPSS HR Framework is applied to the implementation of the RPA and accordingly HPSS employers are required to monitor implementation closely. Areas for particular scrutiny are identified in the EQIA report.</p>	<p>Changes were made to the HPSS HR Framework and the EQIA report as a consequence of the consultation. These are identified in the summary of response given in the EQIA report which can be accessed at http://www.dhsspsni.gov.uk/index/hss/rpa-home/rpa-staffing-issues.htm.</p> <p>An example of changes was a strengthening of references to disability and reasonable adjustments as a consequence of Disability Action's response. Another was the widening of redeployment opportunities across the public sector following comments from the Public Services Commission (PSC).</p> <p>HSC employers are required to monitor implementation.</p>