1 October 2020

1. Are there benefits to the body in complying with the draft Welsh language standards proposed in this document? YES/NO

If yes, what are these benefits?

|  |  |
| --- | --- |
| Type of benefit | Description of the benefit of complying with the proposed standards |
| Economic benefit | We are unable to estimate the economic benefit of complying with the proposed standards.  While we have annexed a breakdown of the estimated costs involved, it is outside of our field of expertise to estimate the economic benefits of the new standards. |
| Social Benefit | We are not able to provide an estimate for the social benefit of the new standards. The HCPC appreciates and is supportive of the benefits which members of the public receive when they are able to deal with regulators in the language of their choice. |
| Environmental | We are unable to estimate the environmental benefits of complying with the proposed standards |
| Linguistic benefit | We are unable to estimate the linguistic benefits of complying with the new standards. However, as above, the HCPC is supportive of the rights of Welsh-speakers to interact with the organisation in Welsh. |
| Other | The HCPC supports the aims of the standards and is committed to treating the English and Welsh languages on the basis of equality. By implementing our Welsh Language Scheme we are already complying with many of the service delivery standards as well as standards relating to legal proceedings.  The organisation is however concerned with the proportionality of the standards as they relate to the HCPC. As a four-country regulator of 15 different health and care professions, we are committed to providing right touch regulation which protects the public and which offers value for registrants. In light of this we are concerned about the use of resources for the provision of Welsh language services and the impact that this use of resources may have on existing obligations to the public and registrants. |

2. What is the annual cost of complying with the current Welsh Language Scheme?

|  |  |
| --- | --- |
|  | Costs |
| Costs of complying with the Welsh language scheme (staff costs should not be included) | £4500 |

Further details on how the cost has been calculated:

|  |  |
| --- | --- |
| **Translation**   * Events held in Wales (translation of documents and simultaneous translation) * Publication of Welsh version of revised standards * Welsh advertisement for Council recruitment | £1,125  £2,375  £72 |
| **Publicising/marketing:** specifically regarding complying with the Welsh Language Scheme   * Advertising Council vacancy in Jobs Wales | £1,000 |

3. Staffing Costs

Please note the staffing costs associated with delivering the commitments in your current Welsh Language Scheme, and any additional staffing costs that will be incurred by having to comply with the standards specified in the Regulations being consulted upon

|  |
| --- |
| Current scheme: £10,000 |
| Proposed regulations: £28,000 |
| Please see the excel spreadsheet annexed to our submission for full breakdown |

4. Service delivery standards

The service delivery standards can be seen at Schedule 1 in the draft regulations.

Are the duties in the draft service delivery standards likely to have an effect on your resources or how you use those resources? YES

|  |  |
| --- | --- |
|  | Cost to the nearest £ ‘000 |
| Complying with the draft service delivery guidelines | £1,164,000 |
|  |  |

Further details (for examples, are there specific delivery standards which are likely to generate an additional cost to your organisation, how have you estimated the additional cost and in which year(s) do you expect the cost will be incurred?)

|  |
| --- |
| Please see excel spreadsheet annexed to our submission for full breakdown |

**5. Policy making standards**

The policy making standards can be seen at Schedule 2 in the draft regulations.

Are the duties in the draft policy making standards likely to have an effect on your resources or how you use those resources? YES/NO

|  |  |
| --- | --- |
|  | Cost to the nearest £ ‘000 |
| Complying with the draft service delivery guidelines | / |

Further details

|  |
| --- |
| Please see excel spreadsheet annexed to our submission for full breakdown.  We estimate that these standards will require additional staff resources the overlap between different tasks and the staff roles involved meant that we were not able to estimate what fraction of additional staff time they would require. Where a standard had clear staff resource implications, we have included that cost as a separate item.  Instead, we have estimated additional staff time for most staff costs as single item in our spreadsheet. |

**6. Operational standards**

The operational standards can be seen at Schedule 3 in the draft regulations.

**Are the duties in the draft operational standards likely to have an effect on your resources or how you use those resources?**

**Yes**

Further details

|  |
| --- |
| Please see excel spreadsheet annexed to our submission for full breakdown.  We estimate that these standards will require additional staff resources the overlap between different tasks and the staff roles involved meant that we were not able to estimate what fraction of additional staff time they would require. Where a standard had clear staff resource implications, we have included that cost as a separate item.  Instead, we have estimated additional staff time for most staff costs as single item in our spreadsheet. |

**7. Record keeping standards and standards dealing with supplementary matters**

The record keeping standards can be seen at Schedule 4 in the draft regulations and standards dealing with supplementary matters can be seen at Schedule 5.

Are the duties in the draft record keeping standards and standards dealing with supplementary matters likely to have an effect on your resources or how you use those resources? YES/NO

|  |  |
| --- | --- |
|  | Cost to the nearest £ ‘000 |
| Complying with the draft service delivery guidelines | / |

Further details

|  |
| --- |
| Please see excel spreadsheet annexed to our submission for full breakdown.  We estimate that these standards will require additional staff resources the overlap between different tasks and the staff roles involved meant that we were not able to estimate what fraction of additional staff time they would require. Where a standard had clear staff resource implications, we have included that cost as a separate item.  Instead, we have estimated additional staff time for most staff costs as single item in our spreadsheet. |