



Llywodraeth Cymru  
Welsh Government

## **Regulatory Impact Assessment of the proposed standards relating to the Welsh language**

### **Introduction**

An Regulatory Impact Assessment (RIA) can be regarded as:-

- a process to help the Welsh Ministers consider the impact of proposed regulation on the interests of individuals, groups, organisations etc.
- a tool to enable Welsh Ministers to weigh the costs and benefits of all options available to them before implementing a policy; and,
- a means of presenting for scrutiny the relevant evidence on the positive and negative effects of such interventions.

It is important that the Welsh Government receives detailed and accurate information in the responses to the questionnaire below, so that we are in the best possible situation to provide full Information to the National Assembly for Wales as part of the process of making standards through subordinate legislation.

The Welsh Government has published a Regulatory Impact Assessment Code, which can be read in full here:

<http://wales.gov.uk/legislation/guidance/riacode/?lang=en>

Queries regarding this document should be directed to the Welsh Language Unit:

[UnedlaithGymraegWelshLanguageUnit@Wales.GSI.Gov.UK](mailto:UnedlaithGymraegWelshLanguageUnit@Wales.GSI.Gov.UK)

## **Questionnaire**

\*Please note, if a member of staff works across more than one category of standards, please note their costs **once only**.

**Are there benefits to the organisation in complying with the Welsh language standards proposed in this document?**

**Yes**                      **No**

Is yes, what are these benefits?

Type of benefit	Description of the benefit of complying with the proposed standards
Economic Benefit	Possible economic benefits around tourism and leisure in Neath Port Talbot, unknown.
Social Benefit	Welsh speaking employees are able to correspond with other staff and service users in their chosen language. Promotes equality of the Welsh language and raises awareness.
Environmental Benefit	Providing services in Welsh maintains the 'threshold' of the Welsh language. Reinforces its existence and equality alongside the English language.
Linguistic Benefit	Again promotes the equality of the Welsh language. Raises awareness. Encourages people to use the Welsh language more frequently and encourages more people to learn.
Other – please be as specific as possible	History of Wales and the Welsh language and maintaining its importance in history as well as the future.  Our current WLS already provides members of the public with the option to use the Welsh Language

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

	Number of staff equivalent to full-time	Cost (to the nearest £'000) *salary costs and contracting costs if applicable.
<b>Staff* with a specific role in implementing your Welsh Language Scheme</b>	CEX/Directors & HoS Translation Unit Training HR Corporate Strategy - 2.8 (No dedicated staff for this role)	£187k
<b>Training:</b>		
Welsh language courses	2012/13 Year 1 – Entry Level x 2 Year 2 – Foundation x 2 Year 3 – Intermediate x 2 Year 4 – Advanced x 4 Year 5 – Proficiency x 2	Course costs only Approx £75 pp Approx £100 pp Approx £100 pp Approx £100 pp Approx £50 pp
Courses to raise awareness of the Welsh language	Welsh Context for Social Workers (Student Social Workers) - 15	Course costs only x 1 = £700
<b>Translation</b>		£10k minimum Not able to specify due to many codes used for recharge purposes
<b>Publicizing/marketing:</b> specifically regarding complying with the Welsh Language Scheme		Not able to specify due to many codes used for recharge purposes
<b>Others</b> (be as specific as possible)		

## Service delivery standards

### Are the commitments in the proposed standards different to the commitments in your current Welsh Language Scheme?

Service delivery includes:

Correspondence, phone calls, helplines, call centres, personal meetings, public meetings, publicity, advertising, public exhibitions, publications, forms, websites and online services, signage, reception of visitors, official notices, awarding grants, awarding contracts, raising awareness of the Welsh services which are available.

**Yes (In Part)**

No

If yes, what effect are they likely to have on your resources?

	Number of staff equivalent to full-time	Cost (to the nearest £'000)
<b>Staff* with a specific role in implementing your Welsh Language Scheme</b>	See Above	
<b>Training:</b>		
Welsh language courses	Unknown	
Courses related to raising awareness of the Welsh Language	No change foreseeable	
<b>Translation</b>		
<b>Others</b> (please be as specific as possible)	The lack of additional resources to accompany the application of the Standards will have considerable impact on our ability to meet the Standards if all are applied to us immediately.	
<b>NB</b> The estimated additional costs to the Council for implementing all 5 categories of the Standards: We will not be able to meet the Standards in full without additional resources and capacity.		<b>£1m -£2m</b>

If no, what effect are they likely to have on your resources?

	Number of staff equivalent to full-time	Cost (to the nearest £'000)
<b>Staff* with a specific role in implementing your Welsh Language Scheme</b>	See Above	
<b>Training:</b>		
Welsh language courses	Unknown	
Courses to raise awareness of the Welsh language	No change foreseeable	
<b>Translation</b>		
<b>Others</b> (be as specific as possible)		

## Policy making standards

Are the commitments in the policy making standards likely to have an effect on your resources?

Yes

No

If yes, how are they likely to effect your resources?

	Number of staff equivalent to full-time	Cost (to the nearest £'000)
<b>Staff* with a specific role in implementing the policy making standards</b>	See Above	
<b>Training:</b>		
Courses specifically related to implementing the policy making standards	Information sessions for all employees on new policy if implemented for 9,200 Neath Port Talbot CBC staff	Cost cannot be determined at this time
<b>Translation</b>		
<b>Others</b> (be as specific as possible)	The lack of additional resources to accompany the application of the Standards will have considerable impact on our ability to meet the Standards if all are applied to us immediately.	
<b>NB</b> The estimated additional costs to the Council for implementing all 5 categories of the Standards: We will not be able to meet the Standards in full without additional resources and capacity.		<b>£1m -£2m</b>

## Record keeping standards

Are the commitments in the record keeping standards likely to have an effect on your resources?

Yes

No

If yes, how are they likely to effect your resources?

	Number of staff equivalent to full-time	Cost (to the nearest £'000)
<b>Staff* with a specific role in implementing the policy making standards</b>	See Above	
<b>Training:</b>		
Courses specifically related to implementing the record keeping standards	Already implemented in NPT. No additional training or information required if new standards are introduced. Roll out of new standards existing staff required only.	No cost
<b>Translation</b>		
<b>Others</b> (please be as specific as possible)	The lack of additional resources to accompany the application of the Standards will have	

	considerable impact on our ability to meet the Standards if all are applied to us immediately
<b>NB</b> The estimated additional costs to the Council for implementing all 5 categories of the Standards: We will not be able to meet the Standards in full without additional resources and capacity.	<b>£1m -£2m</b>

### Promotion standards

Are the commitments in the promotion standards likely to have an effect on your resources?

Yes

No

If yes, how are they likely to effect your resources?

	Number of staff equivalent to full-time	Cost (to the nearest £'000)
<b>Staff* with a specific role in implementing the promotion standards</b>	See Above	
<b>Training:</b>		
Courses relating specifically to implementing the promotion standards	NPT would most likely link this in to information sessions for all staff, perhaps on a higher scale for managers and supervisors to implement across the authority.	Cost cannot be determined at this time.
Publishing/producing materials		
<b>Translation</b>		
<b>Others</b> (be as specific as possible)	The lack of additional resources to accompany the application of the Standards will have considerable impact on our ability to meet the Standards if all are applied to us immediately.	
<b>NB</b> The estimated additional costs to the Council for implementing all 5 categories of the Standards: We will not be able to meet the Standards in full without additional resources and capacity.		<b>£1m -£2m</b>

## Operational standards

Are the commitments in the operational standards likely to effect your resources?

Yes

No

If yes, how is this likely to effect your resources?

	Number of staff equivalent to full-time	Cost (to the nearest £'000)
<b>Staff* with a specific role in implementing the operational standards</b>	See Above	
<b>Training:</b>		
Courses relating specifically to implementing the operational standards	Already met in the majority in NPT. Unable to comment on whether courses/training will be required in order to allow relevant staff to implement the operational standards at this point. Workforce planning information required from HR before this can be determined.	Cost cannot be determined at this time.
<b>Translation</b>		
<b>Others</b> (be as specific as possible)		
<b>ICT System changes</b>	Not able to be specific at this stage	Not available but likely to be significant
	The lack of additional resources to accompany the application of the Standards will have considerable impact on our ability to meet the Standards if all are applied to us immediately.	
<b>NB</b> The estimated additional costs to the Council for implementing all 5 categories of the Standards: We will not be able to meet the Standards in full without additional resources and capacity.		<b>£1m -£2m</b>