

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of the budget proposals and consider mitigating action.

Outcome	Southampton is a modern, attractive city where people are proud to live and work
Code	AMC 2 (ii)
Name or Brief Description of Proposal	<p>Reduce the number of Environmental Health services (Port Health).</p> <p>Cease weekend and evening working in Port Health. This will mean a reduction in Official Veterinary Surgeon (OVS) hours and the removal of the Port Health shift system. However it is still proposed to retain the out of hours on call system and cover the provision of Ship Sanitation Certificates on an overtime/Time Off In Lieu (TOIL) basis.</p>
Brief Service Profile (including number of customers)	
<p>Southampton Port is the second largest container Port in the UK and the largest Cruise Ship Port. The Port Health Team deals with: All consignments of food (fish, meat, and non-animal products) and Balai (animal products not for human consumption) which are imported into the European Union are required to be subjected to official controls at the Point of Entry.</p> <p>These controls are expected to be carried out by qualified and competent staff. Meat and Balai products are carried out by an Official Veterinary Surgeon whilst all other products are carried out by a qualified Port/Environmental Health Officer.</p> <p>The controls required to be done include documentary, identity and physical checks which can involve sampling of foods and Balai products. The relevant controls are stipulated by the European and set out in specific legislation. The controls are in place in order to protect animal and public</p>	

health.

Due to the serious consequences of such official controls not being conducted this could result in the spread of serious animal and or public health diseases e.g. Foot and Mouth.

Verification audits are regularly carried out on this service by the Food and Veterinary Office (FVO, European Commission) the Food Standards Agency (FSA) and the Animal and Plant Health Agency to ensure those controls are taking place at the Border Inspection Post.

Port Health deal with hundreds of importers on an annual basis and have approximately 70 import agents who progress the clearance of these products on behalf of importers. All the official controls carried out allow cost recovery. Port Health also are required to ensure Food Hygiene inspections are carried out on all high risk passenger vessels using the port to ensure that the statutory inspection programmes are maintained. These often can coincide with the provision of Ship Sanitation Exemption Certificates for which a fee is collected.

Port Health are also required to control the spread of infectious disease on both incoming vessels into the Port and aircraft arriving into Southampton Airport. It is a requirement of the Master/Captain of a vessel/aircraft to notify the Port Health Authority in advance of arrival of any suspected infectious disease on board.

Port Health then work with Public Health England to ensure appropriate control are managed and put in place to prevent the spread of disease into Southampton and surrounding areas. The Port has thousands of visiting merchant vessels every year and carries out on average 25-30 cruise ship inspections annually. During 2015 a total of 119 ship sanitation exemption certificates were carried out.

Currently the office is open Monday to Friday 7:30am – 9:00pm and Saturday 8:00am – 4:00pm. Outside of this time officers are on standby to deal with any infectious disease reported concerns on incoming vessels. The OVS contract currently provides for a vet to work Monday to Friday for 8 hours each day and 4 hours on a Saturday.

Summary of Impact and Issues

Ceasing the Saturday working will mean inspections on Saturdays would not be carried out until Monday increasing the weekday inspection programme. Delays on the clearance of containers are likely to be experienced, thus delaying the removal of consignments from the port for some importers. The labour force employed by Dubai Ports and deployed to assist the Port Health staff to carry out inspections would not be required on a Saturday. Ceasing evening working after 6.30 pm could result in a build-up of work that is undertaken by two officers who currently work to 9.00pm. In order to maintain the provision of Ship Sanitation Exemption Certificates at weekends, overtime arrangements would need to be

agreed.

Staff working on the Port Health Shift System currently receive 10% of salary, which would be removed saving £40,000 ongoing. The reduction in OVS hours will potentially mean a heavier workload for the Monday Vet in relation to inspections and the amount of documentary checks needed to be undertaken. This could lead to a loss of importers who may experience a delay in clearance of their consignments and wish to move their business to other Ports resulting to a reduction in income.

Potential Positive Impacts

There would be two additional Port Health staff attending the office on a Monday (currently shift leave to compensate for Saturday working). This would assist in dealing with the additional workloads that may have built up over the weekend.

The team would be expected to cover work between 07:30am hours and 6:30pm hours providing additional resources earlier in the day to assist with workloads.

Responsible Service Manager	Rosie Zambra Regulatory Services Manager (Commercial)
Date	13 October 2016
Approved by Senior Manager	Mitch Sanders Service Director - Transactions & Universal Services
Date	14 October 2016

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	No identified negative impacts.	N/A
Disability	No identified negative impacts.	N/A
Gender Reassignment	No identified negative impacts.	N/A
Marriage and Civil Partnership	No identified negative impacts.	N/A
Pregnancy and Maternity	No identified negative impacts.	N/A
Race	No identified negative impacts.	N/A
Religion or Belief	No identified negative impacts.	N/A
Sex	No identified negative impacts.	N/A

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Sexual Orientation	No identified negative impacts.	N/A
Community Safety	No identified negative impacts as all statutory requirements in relation to official controls on imports will still be maintained. All statutory requirements in relation to the control of infectious disease out of hours will remain in place.	N/A
Poverty	No identified negative impacts.	N/A
Other Significant Impacts	The potential increase in trade through the port impacting on increased workloads to ensure clearance of consignments can be dealt with in direct competition with other UK and EU ports to ensure we do not lose trade to our competitors.	Increased trade will allow us to increase income which will allow us to employ additional staff including vets who currently have a contract which is flexible. Approach our Commercial Partner (DP Ports) to see if they would consider funding the Port Health Shift system.