

# 2019 Fees Rule consultation

## Summary of the analysis of the effects on equality

**This section sets out what action will be taken as a result of the analysis.**

No impact identified: no change to the policy or project	<input type="checkbox"/>
Equality impact identified: continue the policy	<input checked="" type="checkbox"/>
Equality and/or Welsh language impact identified: adjust the policy and continue	<input type="checkbox"/>
Equality and/or Welsh language impact identified: stop and remove the policy	<input type="checkbox"/>

### **The reasons for this decision are:**

At the meeting on 7 of March 2019, the Council made the decision to proceed with the proposed increases to entry and renewal fees for pharmacists, pharmacy technicians and registered pharmacies.

The Council carefully considered the responses to the consultation held between November 2018 and January 2019 in making its decision. Part of the consultation analysis included a review of two questions designed to gather information about the impact of our proposals on individuals or groups who share protected characteristics and any other impacted individuals or groups. This information was used to update a full equality impact analysis.

There is evidence that correlation between individuals with some protected characteristics and factors that may affect income (such as working part time, not working during periods of registration, or managing additional costs related to their protected characteristic) means that the impact of our fees more generally may be greater on some individuals or groups who share protected characteristics.

As part of its decision-making, Council made a commitment to explore how we might be able to develop a more flexible set of fee arrangements and better allocate the cost of regulations to our registrants. As always, it is difficult to commit to particular options for discounts or pro-rata payments until the review is complete because we must be mindful that the cost of administration of a more complex fee structure may be prohibitive or lead to additional cost for some registrant groups above others and raise questions of fairness.

The outcome of the comprehensive review of fees and costs will be conducted before any new fee proposals affecting individuals are made and a full public consultation will be required as part of the process of agreeing new fees rules.