

Equality Impact Assessment

Liability for NHS Charges (Treatment of Industrial Disease) (Scotland) Bill	
(1) Aims of the Policy	
What is the purpose of the proposed policy?	The purpose of the policy is to enable Scottish Ministers, to recover, from the party responsible for causing an industrial disease, certain costs incurred by the NHS in providing care and treatment to those suffering from that disease.
What are the anticipated outcomes of the policy?	The NHS will recover additional funds (incurred in treating people with industrial diseases), thus increasing the resources available to it. Industrial employers will have an additional incentive to reduce workplace hazards, and are likely to face increased insurance premiums. The insurance industry will gain some additional business.
Who will be affected by the policy?	As noted above, there will be implications for industrial employers and their insurers, and for NHS managers. Indirectly, there may be minor implications for other NHS patients (who may benefit from the NHS having additional funds). The Bill should not have any implications for the victims of industrial disease, who will continue to have free access to NHS treatment.
(2) What is known about the diverse needs of those who will be affected by the policy	
Gender* (including transgender, maternity and pregnancy)	There is no inequality or disadvantage to either gender under the proposed policy. However, it is likely that due to the traditional male-dominance of the industrial workforce, more men than women require NHS treatment/ambulance services for industrial disease.
Religion and Belief	N/A
Age*	There is no inequality or disadvantage to people on the basis of age under the proposed policy. However, it is worth noting that older people are more likely to suffer from industrial diseases, partly due to the latency period for some diseases which means that decades can pass between exposure to the occupational hazard and development of the disease.

Disability*	There is no inequality or disadvantage to any (dis)ability group under the current arrangements.
Ethnicity and Race	N/A
Sexual Orientation	N/A
Marriage and Civil Partnership	N/A
(3) Is there enough information to help understand the needs and/or experiences of those affected by the policy	
Gender* (including transgender, maternity and pregnancy)	The member has liaised regularly with a campaign group for those affected by asbestos-related conditions, and with a law-firm specialising in industrial injury cases, who have provided detailed information about the people affected.
Religion and Belief	N/A
Age*	See above
Disability*	See above
Ethnicity and Race	N/A
Sexual Orientation	N/A
Marriage and Civil Partnership	N/A
If not, what other information is required	N/A
(4) What does the information given say about how the policy might impact positively and negatively on different groups	
Gender* (including transgender, maternity and pregnancy)	<p>The Bill seeks to provide a mechanism to allow the NHS to recover any medical costs. The Bill does not impact on, or change in any way, an individual's access to NHS medical treatment.</p> <p>As mentioned above it is probable that due to the traditional male-dominance of the industrial workforce, more men than women might require NHS treatment/ambulance services for industrial disease.</p>

Religion and Belief	<p>The Bill seeks to provide a mechanism to allow the NHS to recover any medical costs. The Bill does not impact on, or change in any way, an individual's access to NHS medical treatment.</p> <p>On this basis, it is not anticipated that the proposed Bill would impact on this particular group.</p>
Age*	<p>The Bill seeks to provide a mechanism to allow the NHS to recover any medical costs. The Bill does not impact on, or change in any way, an individual's access to NHS medical treatment.</p> <p>It is worth noting that older people are more likely to suffer from industrial diseases, partly due to the latency period for some diseases which means that decades can pass between exposure to the occupational hazard and development of the disease.</p>
Disability*	<p>The Bill seeks to provide a mechanism to allow the NHS to recover any medical costs. The Bill does not impact on, or change in any way, an individual's access to NHS medical treatment.</p> <p>On this basis, it is not anticipated that the proposed Bill would impact on this particular group.</p>
Ethnicity and Race	<p>The Bill seeks to provide a mechanism to allow the NHS to recover any medical costs. The Bill does not impact on, or change in any way, an individual's access to NHS medical treatment.</p> <p>On this basis, it is not anticipated that the proposed Bill would impact on this particular group.</p>
Sexual Orientation	<p>The Bill seeks to provide a mechanism to allow the NHS to recover any medical costs. The Bill does not impact on, or change in any way, an individual's access to NHS medical treatment.</p> <p>On this basis, it is not anticipated that the proposed Bill would impact on this particular group.</p>
Marriage and Civil Partnership	<p>The Bill seeks to provide a mechanism to allow the NHS to recover any medical costs. The Bill does not impact on, or change in any way, an individual's access to NHS medical treatment.</p>

	On this basis, it is not anticipated that the proposed Bill would impact on this particular group.
Completed by the Non-Government Bills Unit: 02 / 09/ 2020	

*Although not a protected characteristic, carers should be given specific consideration in this category (e.g. the potential impact on those who care for older people).

Member's Comment on NGBU's Equalities Impact Assessment	
Evidence gaps identified	None
Member's comment:	
Adverse impacts identified	None
Member's comment:	
Completed by Stuart McMillan MSP: 02 / 09 / 2020	