

SFJPDPS2.4.8

Assess the impact and implications of a policy development



Overview

An initial proposal has identified an option or options that may be feasible and merit detailed investigation. Each option has consequences and implications that must be investigated and assessed. This unit is all about the work that is needed to assess the potential impact of different policy options to inform the next detailed stage of policy development.

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Performance criteria

You must be able to:

- P1 define the key features of policy options that have been selected for further investigation
- P2 research the relationship between each policy option and existing policies at all levels to identify potential matches and conflicts
- P3 analyse the legislative remit and powers available to implement policy option proposals
- P4 assess the costs and benefits of each policy development option
- P5 assess the political and social impact of each policy development option
- P6 assess the environmental impact of each policy development option
- P7 assess the sustainability of each policy development option
- P8 analyse the resource implications for the operational delivery of each policy development option
- P9 assess the operational risk of each policy development option
- P10 present an objective summary of policy development options that evaluates their relative merits

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Knowledge and understanding

You need to know and understand:

- K1 specific legislation, regulation, governance and cultural requirements that relate to the nation or region to which the policy will apply
- K2 that the policy formation process involves continuous engagement and partnership with a range of stakeholders meaning that those in policy functions must coordinate and on occasions take the lead but must also constantly seek to ensure that there is full stakeholder engagement
- K3 why Political, Economic, Social, Technological, Legal and Environmental (PESTLE) analysis should be applied to each policy development option
- K4 why it is important to make detailed comparisons between proposed policy options and existing policies
- K5 the legislative framework that is available to support proposed policy options
- K6 cost/benefit analysis techniques appropriate to the evaluation of proposed policy options
- K7 how to identify political and social implications that are relevant to the evaluation of proposed policy options
- K8 how to carry out, interpret and advise others on the completion of environmental impact assessments
- K9 how to engage with experts and specialists when carrying out impact assessments
- K10 why it is important to evaluate the practical operational implications of proposed policy options
- K11 operational risk techniques for evaluating policy option implications
- K12 how to draft and present an objective summary of policy option evaluations

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Additional Information

Behaviours

The policy function role demands a high level of professionalism and general professional behaviour that should be taken as read. The most important behaviours that will help you achieve effective performance in this unit are:

Communicating

1. You identify clearly to people the benefits of each possible policy option.

Building relationships

2. You demonstrate a clear understanding of the preferences and needs of different stakeholders when presenting a summary of policy options.

Problem solving and decision making

3. You consider carefully the extent of impact assessment applied to each policy option to ensure that it is proportionate to needs.

Focusing on results

4. You use cost-effective methods of impact assessment but ensure that your summary of policy development options is objective.

Acting ethically

5. You demonstrate political neutrality in your presentation of policy options.

Acting strategically

6. You ensure that policy options are assessed in the light of strategic considerations for the policy area.

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