

PESTEL analysis

This tool is used during the analyse phase of service planning. It relates to Template 1 of the *Let's get real: Disability Service planning tool*.

| Arena | Impact |
|---------------|---|
| Political | What is happening politically (locally, nationally or internationally) that could impact on your organisation? For example, the new models of support for disabled people could impact on how your services are funded and delivered. |
| Economic | What is happening within the national and local economy that could affect your business sustainability and your future workforce? For example in Auckland, the pressure on housing prices could impact providers of residential services. Are there other factors which may impact, for example how does disability compare to other sectors that compete in the same employment market? |
| Sociological | How will social attitudes and government policy affect the disability workforce? The change in attitudes and expectations of disabled people means there is a greater emphasis on self-determination. How will this impact your workforce? How will society's attitudes to inspection, regulation, risk and blame impact on the practical delivery of care services? |
| Technological | What technological innovations are being developed which could impact on how you deliver services, such as personal navigation devices for people with sight impairments or advances in environmental systems which could increase independence for disabled people? How will these changes impact on how you deliver services? Will some services become obsolete? What will this mean for your workforce? |
| Environmental | Are there environmental considerations to planning your workforce? What is the rural/urban mix of your client group? Are there public transport considerations? What workforce considerations are there in case of natural disasters or weather events? |
| Legal | What is happening in legislation or policy that could impact on your ability to offer the type and range of services that will be demanded of you? How will broader employment law impact on disability, for example health and safety legislation or building regulations? |