

URGENT DECISION FORM



TO BE UPLOADED ON TO THE INTERNET BY DEMOCRATIC SERVICES

Date: 09/02/2021		Ref No:	
Type of Decision:			
Cabinet Decision	Yes	Council Decision	No
Key	Yes	Non-Key	No
Subject matter:			
Distribution of the Workforce Capacity Fund for adult social care following the publication of the grant and conditions on the 29 January 2021.			
Reason for Urgency:			
<p>Following a government notification on the 29th January, additional funding is being made available to support workforce capacity across the care system. This funding will be paid as a Section 31 grant ring fenced exclusively for actions which enable local authorities to deliver measures to supplement and strengthen adult social care staff capacity to ensure that safe and continuous care is achieved. There are specific outcomes and conditions outlined for the grant.</p> <p>In order to receive the £408,355 allocated to Bury, a report and plan need to be signed off internally and submitted to Government on or before the <u>12 February 2021</u>.</p>			
Equality Impact Assessment [Does this decision change policy, procedure or working practice or negatively impact on a group of people? If yes – complete EIA and summarise issues identified and recommendations – forward EIA to Corporate HR]		Not Applicable	
Decision taken:			
The Emergency Powers Group is asked to:			
<ul style="list-style-type: none"> • Agree Bury's allocation of an additional £408,355 from the Workforce Capacity Fund. • Agree to distribute the monies in line with the conditions and proposals set out in section 3 of the report. • Agree the plan which is to be submitted on or before the 12 February 2021. (Appendix 1) • Note the reporting requirements of the 5 March 2021 and 15 May 2021. 			

Decision taken by:	Signature:	Date:
Chief/Senior Officer/Cabinet Chair		
<i>After consultation with:</i>		
Cabinet Member (if a Key Decision) or Chair or Lead Member (as appropriate)		
If it is a Key Decision, the Chair of Scrutiny Committee to agree that the decision cannot be deferred		
Opposition Leader or nominated spokesperson (Council Decision) or Leader or Majority Group Member on Overview and Scrutiny Committee (if a Key Decision) to agree that the decision cannot be deferred		
Leader of second largest Opposition Group (if a Key/Council Decision) to agree that the decision cannot be deferred		

1 Background

- 1.1 The Adult Social Care Workforce Capacity Fund follows a government announcement on the 16 January committing an extra £120 million funding to support local authorities to manage workforce pressures. This recognised the pressures on social care staffing to adhere to increased infection control measures, an increase in need for services and support whilst also staffing shortages due to staff testing positive for COVID-19, having to self-isolate or carry out childcare duties.
- 1.2 The funding is to enable local authorities to deliver measures to supplement and strengthen adult social care staff capacity, ensuring safe and continuous care is achieved to deliver the following outcomes:
 - maintain care provision and continuity of care for recipients where pressing workforce shortages may put this at risk
 - support providers to restrict staff movement between care homes and other care settings in all but exceptional circumstances, which is critical for managing the risk of outbreaks and infection in care homes
 - support safe and timely hospital discharges to a range of care environments including domiciliary care, to prevent or address delays as a result of workforce shortages
 - enable care providers to care for new service users where need arises
- 1.3 This is a new grant, separate to the second Infection Control Fund (ICF2) and Rapid Testing Fund. It will further help the care sector respond to the workforce challenges posed by COVID-19 and will be paid directly to local authorities. This funding is available to fund activity between the 16th January 2021 and the 31 March 2021.

- 1.4 The grant of £120 million will be paid in two instalments:
- The first instalment - £84 million (70% of funding) in early February 2021.
 - The second instalment - £36 million (30% of funding) will be paid in March 2021 and will be conditional on local authorities having completed a return to the department of Health and Social Care by 12 February.

2 Grant Conditions

- 2.1 All funding must be used to deliver measures that result in additional staffing capacity for adult social care to:
- support providers to maintain the provision of safe care
 - support providers to restrict the movement of staff between care homes and other care settings
 - support safe and timely hospital discharges from hospital into care settings
 - to enable new admissions from the community into care services
- 2.2 Local authorities can choose to transfer some or all of their funding to their local care providers to deliver additional staffing capacity. If a local authority chooses to make payments to providers financed by this grant, they must ensure that providers will use the funding to support genuinely new expenditure that delivers additional staff capacity and has not already been funded by the Infection Control Fund or other sources of public funding.
- 2.3 Clawback provisions apply to this fund including that local authorities must repay any underspend from the fund and any amounts used for measures that do not meet the grant conditions. If the Department of Health and Social Care considers that funding has not been used in accordance with the grant conditions, it will provide local authorities with an opportunity to explain their spending. However, if the department reasonably believes spending is not in line with the grant conditions the monies may be recovered.

3 Proposed Working Capacity Grant usage

- 3.1 Bury's total Working Capacity Grant Fund allocation is £408,355. The Government sets out clear outcomes noted above in 1.2, grant conditions noted above in 2.1 and also within the return form, a further six categories outlining how the fund could be used. These include establishing or expanding local authority staff banks, redeployment of existing staff into new roles, local recruitment initiatives and support, emergency support along with the ability to passport monies to providers who are CQC registered. It is also allowed to undertake any other activity to support workforce capacity as long as it meets the grant outcomes and conditions.
- 3.2 It is proposed that the Working Capacity Grant will be used to support several schemes in Bury, this includes:
- **Workforce Hub Development (£50,000)** – building on the success of the existing workforce hub to provide recruitment support, training and enable extra capacity. Including a programme working with local residents who have been made redundant and retraining them to undertake work in the care sector.
 - **Establishing the 'Bury Bubble' (£150,000)** – a bank of domiciliary and residential care staff to reduce gaps in provision and support increased demand at short notice, ensuring capacity needs in the sector are met. (Delivered by the workforce hub).
 - **Dedicated Health and Social Care Recruitment page on the Bury Directory (£57,000)** (inc campaign to promote) – developing a platform for local health and care providers (across sectors) to advertise news, positions and

training opportunities in one dedicated area, free of charge. Helping to advertise posts effectively and connect Bury residents to available positions.

- **Blended Roles Pilot (£3,000)** – the pilot is upskilling existing care at home staff to undertake healthcare tasks therefore enabling nursing staff to focus on clients most in need. This pilot requires training and development of existing staff.
- **Passport monies to care providers (£148,000)** – enabling providers to increase capacity and or incentivise staff to undertake further shifts. This will be split £74,000 for care home providers and £74,000 across care at home and supported living providers. 104 providers in total. This may include paying for childcare, transport or funding overtime for staff.

3.3 Appendix 1, sets out the planned usage of the Bury Working Capacity fund in more detail.

4 Reporting

4.1 Local authorities must use the money in line with the grant circular and are required to provide returns by the dates below.

- Reporting point 1: 12 February 2021
- Reporting point 2: 5 March 2021
- Reporting point 3: 15 May 2021

4.2 Reporting point 1 requires Local authorities to write to the department by 12 February 2021 confirming the plan for spending the grant, including a breakdown of activity and costs that cumulatively add up to the full amount of grant the local authority will spend for the duration of the fund. The payment of the second instalment is contingent on the department receiving the return and being satisfied funding will be spent in accordance with the grant conditions.

4.3 For reporting point 2, the requirement is to submit a high-level progress report which will confirm activity that is being undertaken, and outputs that have been delivered.

4.4 For reporting point 3, the requirement is to return a report on how the grant was spent including amount spent on different activity and details of the activity carried out.

5 Recommendation

5.1 The Emergency Powers group is asked to kindly acknowledge the report and:

- Agree Bury's allocation of an additional £408,355 from the Workforce Capacity Fund.
- Agree to distribute the monies in line with the conditions and proposals set out in section 3 of the report.
- Agree the plan which is to be submitted on or before the 12 February 2021. (Appendix 1)
- Note the reporting requirements of the 5 March 2021 and 15 May 2021.

Hayley Ashall
Strategic Planning and Development Manager
4 February 2020

February 2021