

<b>Report to:</b>	Cabinet Member - Adult Social Care	<b>Date of Issue:</b>	23 December 2021
		<b>Date of Decision:</b>	11 January 2022
<b>Subject:</b>	Workforce Recruitment & Retention Fund		
<b>Report of:</b>	Executive Director of Adult Social Care and Health	<b>Wards Affected:</b>	All
<b>Cabinet Portfolio:</b>	Adult Social Care		
<b>Is this a Key Decision:</b>	No	<b>Included in Forward Plan:</b>	No
<b>Exempt / Confidential Report:</b>	No		

### Summary:

**The purpose of this report is to seek approval on decisions on usage and allocations of the Workforce Recruitment & Retention Fund.**

### Recommendation(s):

The Cabinet Member is recommended, having considered all the information provided, to approve the following;

- (1) An allocation of £889,000 to Adult Social Care Providers which will be passported to them to support them with workforce related matters in line with the grant conditions associated with the fund. The breakdown of specific allocations is detailed in section 2.6 of this report;
- (2) Approval by the Executive Director of Adult Social Care and Health of a supplementary revenue estimate of £143,474 to fund wider workforce measures. This approval is supported by the Section 151 Officer;
- (3) That any underspends arising following the implementation of the above two recommendations are re-distributed through further re-allocations in line with the recommendations and issues identified in this report, with such decisions being delegated to the Executive Director for Social Care & Health in further consultation with the Cabinet Member – Adult Social Care; and
- (4) That if Central Government release more funding in the future, that decisions on its use are delegated to the Executive Director of Adult Social Care and Health in consultation with the Cabinet Member for Adult Social Care and the Executive Director of Corporate Resources and Customer Services, in order to ensure that any such decisions can be made as quickly as possible.

## Reasons for the Recommendation(s):

To agree proposals on the allocation of the Workforce Recruitment & Retention Fund to both support Adult Social Care Providers and to also support delivery of wider workforce related initiatives.

## Alternative Options Considered and Rejected: (including any Risk Implications)

The following option was considered and rejected;

1. **Allocating 100% of the fund to Adult Social Care Providers** – this option was considered and rejected as it was identified that the fund could in part be used to deliver wider workforce initiatives, which will in turn provide further support to Providers.

## What will it cost and how will it be financed?

### (A) Revenue Costs

The costs associated with the proposals will be met from the £1,032,474 allocated to Sefton by the Department of Health and Social Care (DHSC) from this national fund.

### (B) Capital Costs

None

## Implications of the Proposals:

<b>Resource Implications (Financial, IT, Staffing and Assets):</b>	
<b>Legal Implications:</b>  Coronavirus Act 2020 Care Act 2014	
<b>Equality Implications:</b>  The equality Implications have been identified and mitigated.	
<b>Climate Emergency Implications:</b>  The recommendations within this report will	
Have a positive impact	
Have a neutral impact	Y
Have a negative impact	

The Author has undertaken the Climate Emergency training for report authors	Y
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**Contribution to the Council’s Core Purpose:**

Protect the most vulnerable:  By implementing the proposals, Providers will receive additional funding to deliver workforce related initiatives, thus ensuring that both services continue to operate (and provide valuable care and support services) and also to ensure that social care staff receive additional support.
Facilitate confident and resilient communities:
Commission, broker and provide core services:  The proposals reflect wider Care Act obligations relating to supporting the entire Sefton care home market and not just those Providers commissioned by Sefton Council.
Place – leadership and influencer:  The proposals represent an acknowledgement of the impact of workforce related issues on the Sefton adult social care market and not simply on just Sefton Council commissioned Providers.
Drivers of change and reform:
Facilitate sustainable economic prosperity:
Greater income for social investment:
Cleaner Greener

**What consultations have taken place on the proposals and when?**

**(A) Internal Consultations**

The Executive Director of Corporate Resources and Customer Services (FD 6650/21) and Chief Legal & Democratic Officer (LD 4851/21) have been consulted and any comments have been incorporated into the report.

**(B) External Consultations**

Consultation has taken place with Providers on the fund and how it could be used to address workforce related issues. Their representations have informed the recommendations.

## Implementation Date for the Decision

Following the expiry of the “call-in” period for the Cabinet Member decision.

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## Appendices:

There are no appendices to this report

## Background Papers:

There are no background papers available for inspection.

### 1. Introduction

- 1.1. On 14th September 2021 the government made a commitment in the COVID-19 Response: Autumn and Winter Plan 2021 to support local authorities and social care Providers to maintain safe staffing levels over the winter period and to continue working closely with the care sector to build sufficient workforce capacity across services.
- 1.2. The adult social care winter plan published on 3 November 2021 sets out the support the government will be providing to the adult social care sector to meet the challenges it faces this winter. The plan included a commitment to providing workforce recruitment and retention funding, originally announced on 21st October 2021, to support local authorities and Providers to recruit and retain sufficient staff over winter, and support growth and sustain existing workforce capacity.
- 1.3. The total national fund amounts to £162.5m and from this Sefton has been allocated £1,032,474.
- 1.4. The main purpose of the fund is to *“support local authorities to address adult social care workforce capacity pressures in their geographical area through recruitment and retention activity this winter, in order to:*
  - *support Providers to maintain the provision of safe care and bolstering capacity within Providers to deliver more hours of care*
  - *support timely and safe discharge from hospital to where ongoing care and support is needed*
  - *support Providers to prevent admission to hospital*

- *enable timely new care provision in the community*
  - *support and boost retention of staff within social care”*
- 1.5. There are grant conditions associated with the fund and principally the fund must only be used to deliver measures that address local workforce capacity pressures in adult social care between 21 October 2021 and 31 March 2022 through recruitment and retention activity.
  - 1.6. Local Authorities are expected to work closely with Providers to think innovatively about the measures they put in place individually and collectively, including passporting funding directly to Providers where appropriate.
  - 1.7. Sefton can use funding directly to deliver measures that help all Providers of adult social care in the borough, including care home and domiciliary care, care Providers with which Sefton does not have contracts with and organisations providing care who may not be registered with the CQC. Sefton can also choose to passport some, or all, of the fund directly to a care provider to deliver measures that retain existing capacity or increase staffing capacity within the provider’s organisation. However, they should ensure that funding is only passported directly to a provider that is registered with the CQC.
  - 1.8. The guidance on use of the fund also highlights that Council’s should endeavour to passport funds as early as possible during the grant period to ensure that Providers have time to use the resources to maximum effect.
  - 1.9. The grant conditions for the fund also highlight that Sefton must put in place sufficient processes to assure itself that this fund is correctly spent by Providers.

## **2. Proposals on the Allocation of the Fund**

- 2.1. The Council has liaised with Providers on making allocations from the fund and it has been recognised that Providers would firstly benefit from the Council directly passporting a high proportion of the fund directly to them so that they can immediately use the funding to deliver on the aims of the fund and also seek to spend the funding in line with the short timescales for its expenditure.
- 2.2. Feedback has also identified that Providers would seek to have flexibility in their use of the fund, however as part of the administration of the fund the Council will re-iterate to Providers the remit of the fund and the reporting requirements associated with it.
- 2.3. As part of wider market management and commissioning work, the Council has itself identified key workforce related pressures which are both impacting on Providers and the Council, in terms of its ability to put in place services such as Domiciliary Care packages to both meet assessed needs and ensure timely discharges from Hospital.

- 2.4. It is recognised that the Social Care workforce is still working at a time of unprecedented demands on them and as a result Providers should be encouraged to use part of any allocation they receive from the fund to implement initiatives which support retainment of staff, such as bonus payments to them.
- 2.5. It has also been identified that wider work and initiatives are also required to address social care workforce issues, principally around recruitment and retention activities.
- 2.6. As a result of all of the above, it is recommended that £889,000 of the fund (equating to just over 86% of the amount allocated to Sefton) is directly passported to Providers. it is proposed that allocations will be made in the following way;

Sector	Proposal	Calculated Cost
Domiciliary Care	<ul style="list-style-type: none"> <li>• Additional payment calculated based on additional £1.00 / hr for commissioned hours</li> <li>• Payment based on level of weekly commissioned hours</li> <li>• Expectation that additional £1.00 is used flexibly, but can include significant proportion being 'passport' directly to Care Staff</li> <li>• Funding also for potential specific separate payments to support service delivery in geographical areas experiencing issues</li> </ul>	£273,000
CQC Sefton Registered Community Providers (including Domiciliary Care and Supported Living Providers)	<ul style="list-style-type: none"> <li>• One-off payment based on Capacity Tracker data for number of care workers employed</li> <li>• 3,300 staff and £100 per worker</li> <li>• Payment to support Provider with general recruitment and retention issues – Provider given flexibility on how to use the funding</li> </ul>	£330,000
Care Homes	<ul style="list-style-type: none"> <li>• One-off payment based on Capacity Tracker data for number of care workers employed</li> <li>• 3,808 staff and £75 per worker</li> <li>• Payment to support Provider with general recruitment and retention issues – Provider given flexibility on how to use the funding, however, can include significant proportion being 'passport' directly to Care Staff</li> </ul>	£286,000
		<b>£889,000</b>

- 2.7. When allocations are made, the grant conditions will be reiterated to Providers and they will be required to confirm that they will use the funding in line with these conditions.
- 2.8. Providers will also be required to submit declarations on how they have used the funding and return any funding allocated to them that they have not spent within the permitted timeframes.
- 2.9. For the remainder of the fund it is proposed that a supplementary revenue estimate of £143,474 is approved in line with the Financial Procedure Rules, to use this funding for wider workforce measures.
- 2.10. It is envisaged that such measure will include, but are not limited to, development of a Social Care workforce strategy and the securing of dedicated resources to support wider recruitment and retention activities, which in turn will provide further support to Social care Providers.
- 2.11. It is proposed that should any underspends arise from the implementation of the above proposals (such as Providers stating that they do not wish to receive the funding), that they are either;
  - Re-distributed through further re-allocations in line with the recommendations outlined in this report and as long as such allocations can be made and also spent by Providers within the timeframes for use of the fund; and/or
  - Used for specific sector/Provider issues that may be identified during the timeframes for use of the fund

with such decisions being delegated to the Executive Director for Social Care & Health in further informal consultation with the Cabinet Member.

- 2.12. It is also recommended that if Central Government release more funding in the future, that decisions on its use are delegated to the Executive Director of Adult Social Care and Health in consultation with the Cabinet Member for Adult Social Care and the Executive Director of Corporate Resources and Customer Services, in order to ensure that any such decisions can be made as quickly as possible.

### **3. Conclusions**

- 3.1. The above proposals represent further funding to support to social care Providers, and are based on representations from them on the need to allocate the funding as quickly as possible, to have a degree of flexibility on its use and to provide funding to support with recruitment and retention issues in order to address current market issues.
- 3.2. The Cabinet Member is asked to approve the proposals and note that further updates will be provided on both use of the fund and any potential further allocations from it resulting from any underspends.