

# Birmingham City Council Report to Chief Executive

13 January 2022



**Subject:** WORKFORCE RECRUITMENT AND RETENTION FUND  
ROUND 2  
(10 DEC 2021 – 31 MARCH 2022)

**Report of:** Graeme Betts, Director for Adult Social Care

**Relevant Cabinet Member:** Cllr. Paulette Hamilton

**Relevant O &S Chair(s):** Cllr Mick Brown

**Report author:** Alison Malik, Head of Commissioning

Are specific wards affected?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No – All wards affected
If yes, name(s) of ward(s):		
Is this a key decision?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If relevant, add Forward Plan Reference: N/A		
Is the decision eligible for call-in?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential : Not applicable.		

## 1 Executive Summary

- 1.1 This report is seeking agreement from the Chief Executive to take an urgent decision under Part B, B6, 6.6 and Part E4 of the Council's Constitution 4.2 Emergency Reports. This decision could not have been foreseen as the Grant was only published by Government on 16 December 2021 and funds were confirmed as received on 11 January 2022. The decision cannot wait until the next Cabinet meeting due to the significant staffing pressures across the health and social care system and also the need to commission additional Covid positive services to urgently support hospital discharge by no later than 17 January 2022.

- 1.2 To confirm the allocations of the Workforce Recruitment and Retention Fund Round 2 (10 December 21 – 31 March 22) in accordance with the Grant Circular dated 20 December 2021.

## **2 Recommendations**

That the Chief Executive makes the urgent decision to;

- 2.1 Approve the allocation of £2,742,539.28 of Workforce Recruitment and Retention Funds to CQC registered care homes in Birmingham.
- 2.2 Approve the allocation of £4,113,808.92 of Workforce Recruitment and Retention Funds to CQC registered community care providers in Birmingham.
- 2.3 Approve the allocation of £144,020.80 of the Workforce Recruitment and Retention Funds to commission out of hospital home support for citizens who are Covid positive.
- 2.4 The details of these allocations are in accordance with the Grant Determination Notice and are set out in Appendix 1.

## **3 Background**

- 3.1 The Workforce Recruitment and Retention Fund Round 2 is a new Section 31 ring-fenced grant designed to support adult social care providers with recruitment and retention of their workforce over the winter period.
- 3.2 Although new, the grant conditions are similar to the Workforce Recruitment and Retention Fund Round 1 which runs from November 2021 – March 2022. Unlike the Workforce Recruitment and Retention Fund, Round 1, the Workforce Recruitment and Retention Fund, Round 2, can be used to enable local authorities and providers to bring forward planned uplifts relating to pay for the adult social care workforce in advance of the new financial year.
- 3.3 The purpose of the fund is to; support timely and safe discharge from hospital to where ongoing care and support is needed; support providers to maintain the provision of safe care and bolstering capacity within providers to deliver more hours of care; support providers to prevent admission to hospital; enable timely new care provision in the community; support and boost retention of staff within social care.
- 3.4 The Grant will be paid in two instalments and totals £7,000,369.00 for Birmingham.
- 3.5 The Grant runs from 10 December 2021 to 31 March 2022 and will be paid in two sums (70% in January 2022 and 30% in February 2022). The second instalment is conditional on the Council making an Assurance Statement return to the Department for Health and Social Care by 21 January 2022 – a copy of which is contained in Appendix 3.

## **4 Options considered and Recommended Proposal**

- 4.1 There are limited alternative options due to the Grant Conditions specified.

- 4.2 For the discretionary elements of each funding allocation, the rationale is contained in 7.9 below. These clearly demonstrate the funding split is based on evidence of the impact of the pandemic on the care market.

## **5 Consultation**

- 5.1 The Monitoring Officer and Section 151 Officer have both been consulted on this proposal and are satisfied with the content of the report and the proposal to take an urgent decision.
- 5.2 The Cabinet Member for Health and Social Care was consulted on 6 January 2022 and is in agreement with the proposed recommendations. The Cabinet Member is the chair of the Health and Well-being Board.

## **6 Risk Management**

- 6.1 The following risks have been identified in relation to this decision and have been mitigated as follows:
- 6.1.1 Financial risks – the Council is required by Government to operate this Grant in accordance with the Grant Conditions. The risks of administration, debt recovery and potential fraud sit with the Council. These risks are being mitigated through regular reporting from care providers, issuing of Grant Conditions to care providers, regular communication and reminders to care providers and proactive dialogue prior to encourage compliance before debt recovery commences.
- 6.1.2 Reputational risks – as set out in 7.2 the Council is making this decision at the earliest opportunity to ensure essential funds can reach the sector in a timely and effective manner.
- 6.1.3 Legal risks – the reasons for the recommendation to take this emergency decision are set out in 7.2 below. Furthermore, this approach has been agreed by the Corporate Director Adult Social Care, the Monitoring Officer, the S151 Officer and the Cabinet Member for Health and Social Care.

## **7 Compliance Issues:**

- 7.1 How are the recommended decisions consistent with the City Council's priorities, plans and strategies?
- 7.1.1 The Workforce Recruitment and Retention Fund Round 2 will support the national COVID-19 Response: Autumn and Winter Plan 2021 and local health and social care system-wide winter plans.
- 7.2 Legal Implications
- 7.2.1 The Workforce Recruitment and Retention Fund Round 2 is issued in accordance with S31 of the Local Government Act 2003. This Grant is ring-fenced exclusively for actions which support care providers to increase their workforce capacity.

- 7.2.2 The Department for Health and Social Care considers this grant, and the measures it is intended to support, are consistent with the UK's international obligations on subsidy control.
- 7.2.3 This decision is proposed pursuant to Part B, B6, 6.6 and Part E4 of the Council's Constitution 4.2 Emergency Reports which confirms that in an urgent situation, an executive decision may be agreed by the Chief Executive following consultation with the Leaders of the Political Groups. An urgent decision being defined as one which could not reasonably have been foreseen or anticipated prior to the most recent Cabinet or Committee meeting, and which needs to be considered before the next meeting of the Cabinet/Committee. This decision is considered an urgent situation for the following reasons:
- 7.2.3.1. Data from our NHS partners confirms a further surge of some 200 patients within Acute Hospitals are expected to be medically fit for discharge over the coming 2 – 4 weeks and will require home support. The expectation is that a large proportion of these will be Covid positive and therefore existing capacity will be insufficient to meet demand. Commissioning of 4 further Covid positive home support teams is urgently needed to support hospital discharge by no later than 17/1/22.
  - 7.2.3.2. The conditions of the grant require local authorities to transfer payments to providers within twenty working days or as quickly as possible, there is therefore not time to wait for the next Cabinet meeting.
  - 7.2.3.3. The Council received confirmation that funds were received on 11/1/22. Therefore, this decision is being made at the earliest opportunity following appropriate consultation to ensure funds reach care providers in line with the Grant Conditions and expectations of Government and the provider market.
  - 7.2.3.4. The Council is passporting the funds to care providers on behalf of Government and there is little discretion for consideration about how the funds should be spent.
  - 7.2.3.5. Where there are discretionary elements of the fund, these are also restricted to the purpose set out in the Grant Conditions.
  - 7.2.3.6. As the ongoing impact of the pandemic and winter pressures for care providers and their staff continues and staff absence levels rising, these funds will provide essential financial support to care providers in recruiting and retaining staff – an essential part of managing our winter response.
  - 7.2.3.7. Providers have been made aware by Government of the funding and many will have already incurred expenditure from early December when the fund was announced by the government. Any delays in distribution will impact on the cashflow of these already challenged providers and

may also impact on their ability to put in place appropriate infection control measures.

### 7.3 Financial Implications

7.4 The Council must report spend to the Department of Health and Social Care at regular intervals and the following timetable has been set:

**Table 1 – DHSC, Council and care provider reporting timetable**

Reporting Point	DHSC Deadline	Reporting period	Deadline for care providers
Point 1	21Jan 2022	Assurance Statement and outline spend plan – as contained in <b>Appendix 3</b>	Not applicable.
Point 2	29 April 2022	Whole grant period 10 Dec 21 to 31 Mar 22	15 April 2022

7.5 Unlike other Grants, the Workforce Recruitment and Retention Fund Round 2 Grant provides more flexibility, however it must be used for the measures and purpose set out in 3.3 above and for expenditure between 10 December 21 and 31 March 22. However, within those parameters it can be used as follows:

7.5.1 To support providers of care homes, domiciliary care, non-contracted providers, un-registered providers, day centres, respite provision and personal assistants.

7.5.2 By Local Authorities directly to deliver measures that help all providers of adult social care.

7.5.3 Local Authorities can choose to passport all or some of the funds directly to care providers however passporting can only take place with CQC registered providers and is contingent on those providers committing to updating the Capacity Tracker on a weekly basis. Providers which have not been updating the Capacity Tracker regularly will have their 1<sup>st</sup> allocation withheld. If they have still not updated the Tracker regularly by 14 January the grant will be withdrawn and shared among compliant providers at the 2<sup>nd</sup> allocation.

7.5.4 However, as funding is distributed by the Local Authority we must put in place assurance, risk management and recovery processes.

7.5.5 The funding cannot be used to address general financial pressures that providers might be experiencing.

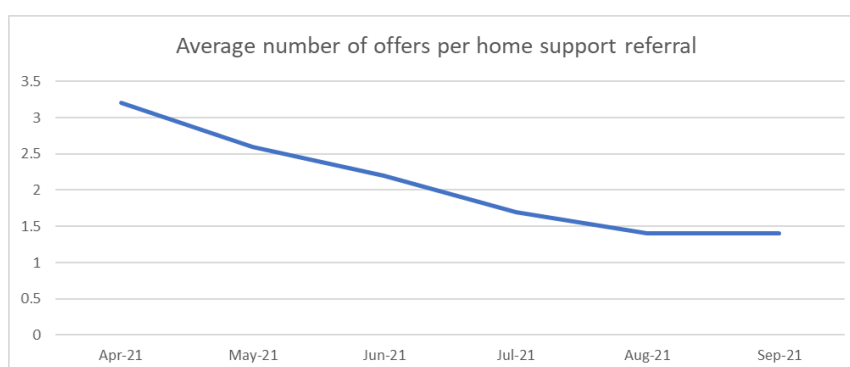
7.6 Commissioners have explored a range of options both with providers and based on current market intelligence and are seeking authority to distribute the funds as follows:

7.6.1 Data from our NHS partners suggests a further surge of some 200 patients within Acute Hospitals who are expected to be medically fit for discharge over the coming 2 – 4 weeks and will require Pathway 1 home support. The expectation is that a large proportion of these will be Covid positive and

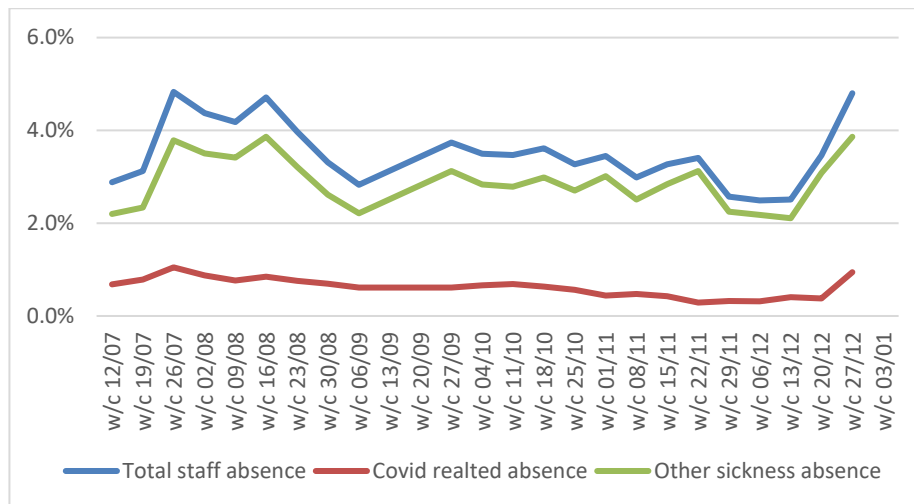
therefore existing capacity of 1 x 2 carer team will be insufficient to meet demand. Therefore commissioning of 4 further Covid positive home support teams is proposed to support hospital discharge between 17/1/22 and 31/3/22. These will be commissioned on a block basis to deliver a service between the hours of 7am – 2pm and 3pm – 10pm, 7 days per week. Where there is excess capacity the teams will be used to support the Early Intervention Community Team.

7.6.2 60% to be passported to CQC registered community care providers on a per employee basis. The rationale for this being:

- The Council's focus over the last 3 years has been on a 'home first' ethos. This is particularly true of our out of hospital pathways which are now operating at over 80% of citizens going home rather than into a care home. We therefore need to maintain and where possible increase capacity in this area.
- The Council are currently experiencing delays in identification of providers for home care packages, the number of which has been growing steadily since August 21.
- Recent mandatory vaccination requirements in care homes has resulted in a significant and successful recruitment campaign with many carer job roles filled by previous home care workers.
- Working in home care provides slightly different recruitment challenges as home care workers are required to travel extensively and where demand for work can increase/decrease significantly - as demonstrated by over 73% of the independent Birmingham home care workforce being employed on zero hours contracts.
- The average number of 'offers' on home care packages has been steadily declining and reducing our ability to identify long term care providers for citizens – as shown in the graph below:



7.6.3 The remaining 40% to be passported to CQC registered care homes on a per employee basis. This is to reflect the ongoing pressures in this sector and the rising absence levels which are shown in the graph below - particularly of nurses and sufficiently skilled and experienced care staff to meet increasing acuity of care needs.



7.7 Due to the need to distribute funding quickly to the care market, the Council will passport the second allocation directly to care providers, along with any remaining unspent or unpaid funding from the first allocation. This second allocation will not be conditional on a spend return.

7.8 However, in line with Grant conditions, for those providers who do not provide the necessary returns for this Grant by 15 April 2022, a process of recovering the funds will commence in line with the Council's usual income and debt recovery processes.

7.9 To reduce the administrative burden on care providers and the Council, Grant recipients will no longer be required to provide a signed assurance statement to the Council. Instead, the Grant Conditions will be issued to all care providers and published on the Council's provider web pages at [www.birmingham.gov.uk/stm](http://www.birmingham.gov.uk/stm). Spending of the funds by any organisation will be deemed acceptance of those conditions. Providers will then be required to provide spend returns in line with the reporting timetable set by the Council to meet DHSC reporting deadline set out in 7.4 above.

7.10 Based on the above approach, the Council will therefore distribute the funds as summarised in Appendix 1.

7.11 The Council has a Covid financial support package in place for the care sector until 31 March 2022, as well as the recently distributed Infection Control and Testing Fund Round 3 and the Workforce Recruitment and Retention Fund Round 1. Any potential overlaps in funding will be identified through the approval and reporting process, to reduce the opportunity for double funding and to maximise use of the Grant funding.

#### 7.12 **Procurement Implications** (if required)

7.12.1 There are no direct procurement implications associated with this decision.

#### 7.13 **Human Resources Implications** (if required)

7.13.1 There are no Human Resources implications associated with this decision.

#### 7.14 **Public Sector Equality Duty**

7.14.1 An Equality Impact Assessment has not been carried out as duties contained in the Equality Act 2010 do not apply to care providers as registered companies.

## **8 Appendices**

- 8.1 Appendix 1 – Detailed breakdown of funding allocations and calculations on a per employee basis
- 8.2 Appendix 2 – Locations excluded from grant funding
- 8.3 Appendix 3 – Assurance Statement required for submission to the DHSC by 21 January 2022.

## **9 Background Documents**

- 9.1 The following background documents were used to compile this report:
  - Workforce Recruitment and Retention Fund Round 2 for adult social care guidance
  - Grant circular
  - Annex A: grant determination letter
  - Annex B: grant conditions
  - Annex C: grant allocations
  - Annex D: reporting point 1, statement of assurance
  - Annex E: post fund statement of assurance



## Appendix 1 - Detailed breakdown of funding allocations and calculations on a per bed/per service user basis

	Total Grant	70% Jan 22	30% Jan 22	Notes
Total WRRF	£7,000,369.00	£4,900,258.30	£2,100,110.70	Allocate £144,020.80 to COVID positive community care hospital discharge provision. Allocate remaining 40% to care homes and 60% to community care.

### Allocation #1 (Jan 22)

	Per worker amount	
COVID +ve comm care hosp discharge	N/A	£144,020.80 allocation
Care Homes	£201.47	40% of fund
Community Care	£394.27	60 % of fund

Care home workers	9443
Comm Care workers	7238

Unspent grant Allocation #1	£tbc	Any sums not paid will be added to Allocation #2
-----------------------------	------	--

### Allocation #2 (Feb 22)

	Notional Per worker amount	
Care Homes	£88.96	40% of fund
Community Care	£174.09	60 % of fund

Care home workers	9443
Comm Care workers	7238

Total spend	
COVID +ve comm care hosp discharge	£144,020.80
Per worker amount x total workers - care homes	£1,902,495.00
Per worker amount x total workers - comm care	£2,853,742.50
	<b>£4,900,258.30</b>

Total spend	
Per worker amount x total workers	£840,044.28
Per worker amount x total workers	£1,260,066.42
	<b>£2,100,110.70</b>

## Appendix 2 – Locations excluded from the grant funding

### Care Homes

Location ID	Location Name	Comments
1-11741876315	21 Trittiford Road	CQC dormant
1-134258689	Bournbrook Manor Home Ltd	CQC dormant
1-129165971	Highcroft House	Temporarily closed
1-143053373	Ann Marie Howes Centre	Internal Service
1-143053393	Kenrick Centre	Internal Service
1-143053433	Perry Tree Centre	Internal Service
1-118841558	Bethany House	Closed

### Community Care Locations

Location ID	Location Name	Comments
1-11414379180	Great Barr Business Park	CQC Dormant
1-11488270256	Supportive Care Services Ltd	CQC Dormant
1-11546722042	Justlove Care Services	CQC Dormant
1-11817013995	SCS Care Limited - Main Office	CQC Dormant
1-11823060917	BOLINGO CARE LTD	CQC Dormant
1-1776428300	Icare Services	CQC Dormant
1-1965843977	Midland Care Service Limited	CQC Dormant
1-2122053460	Sustain (UK) Ltd	CQC Dormant

1-2131031765	Dresden Care Services Limited	CQC Dormant
1-2381287643	Centric HomeCare	CQC Dormant
1-2850712614	Birmingham	CQC Dormant
1-3159232184	218-220 The Loft	CQC Dormant
1-3173135678	CeeWe Care Ltd	CQC Dormant
1-3653282158	Head Office	CQC Dormant
1-3828683539	MB Health Limited	CQC Dormant
1-4188034960	Statelycare	CQC Dormant
1-4463725007	Rabiannah Care Birmingham	CQC Dormant
1-463042981	Brindleys Quality Care Limited	CQC Dormant
1-5119502320	Priority Care Services and Housing Head Office	CQC Dormant
1-5587608353	Stella Maris Healthcare Ltd	CQC Dormant
1-6050171556	Activo Care	CQC Dormant
1-6156970324	Omnia Support	CQC Dormant
1-6322680797	Linelifcare	CQC Dormant
1-6335519381	TMR Care Ltd	CQC Dormant
1-6336538523	Aregon Care	CQC Dormant
1-6367824093	One Touch Quality Kare	CQC Dormant
1-6377142301	Flexspace	CQC Dormant
1-6715138972	4 Seasons Healthcare Professionals Ltd	CQC Dormant
1-6858181364	Network Healthcare - Birmingham	CQC Dormant
1-694010206	Careplex Domiciliary Services	CQC Dormant
1-7008167017	P&N Healthcare Services-29 Oscott Road	CQC Dormant

1-7114079684	Caring Professionals Ltd	CQC Dormant
1-7846529632	Yenaa Care Services	CQC Dormant
1-8059462198	Jira House	CQC Dormant
1-8215138774	Excel (Midlands)	CQC Dormant
1-9481783785	Generation Healthcare Limited	CQC Dormant
1-9787406861	GND Care Ltd	CQC Dormant
1-9823942590	Hillside Care Services CIC	CQC Dormant
1-11588659901	Creative Support - Sandwell & Dudley Service	No staff recorded on Cap Tracker
1-11686097855	Walfinch Solihull	No staff recorded on Cap Tracker
1-11773547995	Aspect Supported Living Limited	No staff recorded on Cap Tracker
1-12076992360	Benedon Healthcare Limited	No staff recorded on Cap Tracker
1-12089030171	Administrative Office Jaika Healthcare	No staff recorded on Cap Tracker
1-146164323	KIDS (West Midlands)	No staff recorded on Cap Tracker
1-4405889389	FMP Priority Care Services Limited	No staff recorded on Cap Tracker
1-6453595685	Brindley Medical Limited	No staff recorded on Cap Tracker
1-9522401992	Danos Elite Care	No staff recorded on Cap Tracker
1-10217283308	Pure Care Support Birmingham	No staff recorded on Cap Tracker
1-10376413801	Walfinch Birmingham South	No staff recorded on Cap Tracker
1-10530951539	Multicare Group Ltd	No staff recorded on Cap Tracker
1-10644108132	Orcone Care LTD	No staff recorded on Cap Tracker
1-10649953173	Mulbury Care Services Limited	No staff recorded on Cap Tracker
1-10757750169	Tawchapps Medicare ltd	No staff recorded on Cap Tracker
1-10814204601	Prosper Care	No staff recorded on Cap Tracker

1-10877394806	Birmingham Supported Living Service	No staff recorded on Cap Tracker
1-10895262550	Cradley Care Services LTD	No staff recorded on Cap Tracker
1-10902446611	My Door Care Limited	No staff recorded on Cap Tracker
1-11057005310	Desired Care 4 U Limited Birmingham	No staff recorded on Cap Tracker
1-11064506487	Assisted Lives (Birmingham)	No staff recorded on Cap Tracker
1-11081928403	Sutton Rose Care Home Limited	No staff recorded on Cap Tracker
1-11121942662	Solid Global Limited	No staff recorded on Cap Tracker
1-11140088585	Care & Grace	No staff recorded on Cap Tracker
1-11687782348	Your Support	No staff recorded on Cap Tracker
1-134123883	Brain Injury Rehabilitation Trust - Bristol Road	No staff recorded on Cap Tracker
1-2233623172	The Nurse International Ltd	No staff recorded on Cap Tracker
1-297431421	The Diamond Care Partnership Ltd	No staff recorded on Cap Tracker
1-5518575057	Radiant 247 Ltd	No staff recorded on Cap Tracker
1-8169318459	Primrose Place	No staff recorded on Cap Tracker
1-8169486847	20 Cross Farm Road Harborne Birmingham	No staff recorded on Cap Tracker
1-2299558836	Thornton Homecare Ltd	Vendor account blocked
1-1899426727	Everlasting Healthcare Services Limited	Closed
1-11500400165	Francis Road	No response to requests to update Cap Tracker
1-1553474821	iCare Living Limited	No response to requests to update Cap Tracker
1-3154262922	Elegant Living Care Office	No response to requests to update Cap Tracker
1-4323018813	Jireh Homecare	No response to requests to update Cap Tracker
1-5838772271	Homecare4u South Birmingham	No response to requests to update Cap Tracker
1-6401041158	Peacocks Care Services Limited	No response to requests to update Cap Tracker

1-6558636960	Pure Care Today Limited	No response to requests to update Cap Tracker
1-7465259839	Saroia Staffing Services Ltd	No response to requests to update Cap Tracker
1-8855395593	Clinevo	No response to requests to update Cap Tracker
1-9414045580	Esmero Care Services Limited	No response to requests to update Cap Tracker
1-143044056	South Birmingham Home Care	Internal Service
1-2352192732	North Home Care	Internal Service
1-10930654441	Freedom and Lifestyle Limited (t/a Midlands Community Homecare)	Not responded to requests to supply bank details
1-2435061432	Care2Home Ltd	Not responded to requests to supply bank details
1-2695980058	Dwell Homecare Limited	Not responded to requests to supply bank details
1-9407249785	Orchid Supported Living - Birmingham	Not responded to requests to supply bank details
1-123591876	Unity Care	Dual registered - not providing dom care
1-115020429	306-308 Packington Avenue	Dual registered - not providing dom care
1-121581618	Olivet	Dual registered - not providing dom care
1-1597646991	Ashmill Residential Care Home	Dual registered - not providing dom care
1-11505043770	Touchheart Healthcare Main Office	Not responded to requests to supply bank details
1-1839470431	Total Quality Care Services Ltd Birmingham	Not responded to requests to supply bank details
1-2179872716	Ash Grove	Not responded to requests to supply bank details
1-2694955657	Cayon Care Service	Not responded to requests to supply bank details
1-3005993441	Antoine Care LTD	Not responded to requests to supply bank details
1-4376723670	Compassion 4 Care	Not responded to requests to supply bank details
1-8503911344	All Health Care Services Limited	Not responded to requests to supply bank details
1-9104522733	Augustus Care	Not responded to requests to supply bank details

## **Appendix 3 – Assurance Statement**

**See next page**



Department  
of Health &  
Social Care

# **Workforce Recruitment and Retention Fund: round 2**

## **Annex D: reporting point 1 - statement of assurance**

Published 16 December 2021



## ***Use of the Workforce Recruitment and Retention Fund: round 2***

(for return to [workforcerecruitmentandretentionfund@dhsc.gov.uk](mailto:workforcerecruitmentandretentionfund@dhsc.gov.uk) by 21 January 2022)

In reply to your letter 16 December 2021, I am writing to certify that Birmingham City Council will spend £7,000,369.00 to support measures that retain existing capacity or deliver additional staffing capacity to address local workforce capacity pressures in Adult Social Care between 10 December 2021 and 31 March 2022 through recruitment and retention activity.

This funding will be spent in accordance with the grant determination letter in annex A and grant conditions in annex B.

Birmingham City Council have noted the main purpose of the Workforce Recruitment and Retention Fund Round 2 which is to urgently support local authorities to address adult social care workforce capacity pressures in their geographical area this winter, in order to:

- support timely and safe discharge from hospital to where ongoing care and support is needed
- support providers to maintain the provision of safe care and bolster capacity within providers to deliver more hours of care
- support providers to prevent admission to hospital
- enable timely new care provision in the community
- support and boost the retention of staff within social care

Our initial plans suggest that we will spend our allocation on the following activity:

<p><i>Purpose</i></p> <p><i>We understand that some activities funded under this grant may fall under more than one of the categories listed below</i></p>	<p><i>Key challenges</i></p> <p><i>Please note here your areas of key local concern within this aim</i></p>	<p><i>Intended activities</i></p> <p><i>Please list activities that fall under this category that you are planning to undertake</i></p>	<p><i>Indicative spend</i></p> <p><i>Please indicate an indicative amount that you are planning on spending from your allocation on this category</i></p>
<p>support timely and safe discharge from hospital to where ongoing care and support is needed</p>	<p>Community quick discharge teams are coming under intense pressure to support hospital discharges. Existing teams are at capacity.</p> <p>The wider home support market is struggling to cope with an increase in referrals indicating it is at capacity – there are delays in sourcing long term care packages for some service users currently using short term quick discharge services. This creates a blockage in the system, reducing the capacity of quick discharge services to handle new hospital discharges.</p>	<p>Passport funding to CQC registered care homes and community care providers. This will enable providers to recruit and/or enhance hours of delivery particularly in hospital quick discharge community services and Pathway 2 care home beds. Flow through these temporary services will be supported by enhanced capacity in the wider home support and care homes market.</p>	<p>£1,400,073.80</p>
<p>support providers to maintain the provision of safe care and bolster capacity within providers to deliver more hours of care</p>	<p>As care providers experience increased levels of sickness and staff isolation there is a significant risk that quality and safety of services will drop as staff teams become stretched.</p> <p>The wider home support market is struggling to cope with an increase in referrals indicating it is at capacity – there are delays in sourcing long term care packages. There is a risk that</p>	<p>Passport funding to CQC registered care homes and community care providers. It is intended that providers will use this for overtime payments, staff incentives, retention payments, boost staffing banks, staff wellbeing support, training and to support local recruitment initiatives.</p>	<p>£1,400,073.80</p>

<i>Purpose</i> We understand that some activities funded under this grant may fall under more than one of the categories listed below	<i>Key challenges</i> Please note here your areas of key local concern within this aim	<i>Intended activities</i> Please list activities that fall under this category that you are planning to undertake	<i>Indicative spend</i> Please indicate an indicative amount that you are planning on spending from your allocation on this category
	<p>some people are not receiving the support they require.</p> <p>Continued shortage of nurses and experienced care staff in the care home sector.</p>		
support providers to prevent admission to hospital	<p>The wider home support market is struggling to cope with an increase in referrals indicating it is at capacity – there are delays in sourcing long term care packages. There is a risk that some people are not receiving the support they require.</p> <p>This is likely to lead to an increase in hospital admissions unless addressed.</p>	Passport funding to CQC registered care homes and community care providers. It is intended that providers will use this for overtime payments, staff incentives, retention payments, boost staffing banks, staff wellbeing support, training and to support local recruitment initiatives.	£1,400,073.80
enable timely new care provision in the community	<p>The wider home support market is struggling to cope with an increase in referrals indicating it is at capacity – there are delays in sourcing long term care packages. There is a risk that some people are not receiving the support they require.</p>	Passport funding to CQC registered care homes and community care providers. It is intended that providers will use this for overtime payments, staff incentives, retention payments, boost staffing banks, staff wellbeing support, training and to support local recruitment initiatives.	£1,400,073.80
support and boost the retention of staff within social care	<p>It is evident that numbers of staff are leaving the care profession to take up other jobs. Unless addressed this could</p>	Passport funding to CQC registered care homes and community care providers. It is intended that providers will use this for overtime	£1,400,073.80

<i>Purpose</i> We understand that some activities funded under this grant may fall under more than one of the categories listed below	<i>Key challenges</i> Please note here your areas of key local concern within this aim	<i>Intended activities</i> Please list activities that fall under this category that you are planning to undertake	<i>Indicative spend</i> Please indicate an indicative amount that you are planning on spending from your allocation on this category
	<p>leave care providers overstretched, when coupled with difficulties they are experiencing in recruiting new staff.</p> <p>There is a fundamental issue of low pay in the sector, which will however not be addressed by one-off funding.</p>	<p>payments, staff incentives, retention payments, staff wellbeing support, and training.</p>	
		<b>TOTAL</b>	£7,000,369.00

I confirm here that, using the information available to me at this point, these plans:

- offer value for public money
- do not create an unfunded burden after the end of 2021 to 2022 financial year
- will have a discernible impact on workforce recruitment and retention

Yours sincerely,

Rebecca Hellard

**Section 151 Officer**



Graeme Betts

**Director of Adult Social Services**

