

## Workforce Capacity Grant

To: Adults Committee

Meeting Date: 18 March 2021

From: Wendi Ogle – Welbourn, Executive Director for People and Communities

Electoral division(s): All

Forward Plan ref: N/A

Key decision: No

Outcome: Adults Committee are being asked to consider the allocation of the Workforce Capacity Grant. The grant aims to support adult social care to deliver measures to supplement and strengthen staff capacity to ensure that safe and continuous care is achieved.

Recommendation: Adults Committee is recommended to:

note the decision made under emergency powers by the Chief Executive of Cambridgeshire County Council and Peterborough City Council in consultation with the Chairwoman of the Adults Committee, to allocate the Workforce Capacity Grant provided by central government.

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# 1. Background

- 1.1 A Workforce Capacity Grant has been awarded to Cambridgeshire County Council by central government. The grant is intended to enable the Council to rapidly expand on existing capacity both internally and within the independent sector market. This is a one-off funding allocation which amounts to £1,162,028 and the Council has discretion to use this to address local priorities and pressures within the parameters of the grant conditions set.
- 1.2 The grant aims to provide additional financial support for the Council and independent sector provider market in managing the ongoing costs associated with the pandemic. It is focused on enabling the local authority and/or independent sector providers to deliver measures to supplement and strengthen adult social care staff capacity to ensure that safe and continuous care is achieved in order 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 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 the need arises
- 1.3 The funding comes with a number of conditions which must be adhered to. This includes:
- It must only be used for the specific additional COVID-19 measures that deliver additional staff capacity, beyond the measures the local authority is currently budgeting for. This could include a range of activities such as expansion of staffing banks, local recruitment initiatives, redeployment, new training costs and incentives for staff to complete additional hours.
  - The grant must not be used for fee uplifts, expenditure already incurred or activities for which the local authority has earmarked or allocated expenditure or for activities which do not support the primary purpose of the Workforce Capacity Grant which is to deliver additional staffing capacity. This means the grant cannot be used on non-staffing capacity expenditure – for example, isolation pay.
  - Local authorities can choose to pass some or all of their funding to care providers within the local authority's geographical area to deliver measures that increase staffing capacity within the organisation

# 2. Main Issues

- 2.1 Officers have sought the views of a range of internal and external stakeholders to inform the allocation of the fund. This has included local providers and care associations. In doing so, the recommendation has also taken into consideration the following:
- Additional capacity generated and funded internally within the local authority to support management of demand and pressures associated with the pandemic.
  - The need to support informal carers with the ongoing challenges caused by the

pandemic, particularly young carers. Recent research carried out within the voluntary sector indicated an increase in loneliness, isolation and numbers of informal carers struggling to cope. Expansion of capacity has therefore been incorporated where this is achievable within the parameters if the grant conditions. This is also an area of focus for the Adults Positive Challenge Programme, and we are working with Commissioned Services to expand services in order to meet an increasing level of need within this area.

- Personal assistants provide another form of community capacity critical in supporting the sector through this period. However, there are a comparatively low number of personal assistants within this area and increasing this would enable a more flexible and outcomes focused offer which also adds to local available support capacity. The fund will therefore be used to support expansion of capacity in this area and the wider sector through a campaign. The benefits of this will stretch across the market as the need to increase recruitment of additional capacity continues. The positive impact of this could continue beyond the period of the fund.
- The ongoing pressures being managed by independent sector providers across the market from care homes to domiciliary care. A significant proportion of this fund will therefore be transferred to the market on a per service user/bed basis.

2.2 As this fund had to be allocated and spent by 31<sup>st</sup> March 2021, a decision was made under emergency powers by the Chief Executive of Cambridgeshire County Council and Peterborough City Council to allocate the fund in line with the breakdown shown within Table 1 below. Failure to utilise funding within the timescales set would have resulted in the Council missing the opportunity to address costs associated with ongoing management of the pandemic both internally and within the independent sector market.

Table 1: Allocation of the Workforce Capacity Fund

<b>Description</b>	<b>Cost</b>
Recruitment Campaign targeted at increasing personal assistants.	£175,000
Investment in Care Home Support Team – to provide practice support for providers to support sustainable, quality provision of care.	£52,000
Additional capacity in social care provision, including occupational therapy, Technology Enabled Care (TEC), Learning Disability Young Adults Team and Mental health Teams.	£126,000
Increased TEC capacity	£17,100
Expansion of the Listening Ear Service to provide face to face support to young adult carers	£11,092
Formal carer wellbeing – additional online sessions to support emotional wellbeing and mental health of social care workforce	£3,570
Passport to Market – support to care homes to manage the additional staffing costs associated with infection, prevention control and outbreak management	£777,266
<b>Total</b>	<b>£1,162,028</b>

- 2.3 To ensure adherence to state aid regulations, as well as conditions of the grant funding, all providers will be required to review and disclose any state aid implications and confirm adherence to the grant conditions prior to the award of allocated funds.

### 3. Alignment with corporate priorities

- 3.1 A good quality of life for everyone  
There are no significant implications for this priority.
- 3.2 Thriving places for people to live  
There are no significant implications for this priority.
- 3.3 The best start for Cambridgeshire's children  
There are no significant implications for this priority.
- 3.4 Net zero carbon emissions for Cambridgeshire by 2050  
There are no significant implications for this priority.

### 4. Significant Implications

- 4.1 Resource Implications  
The following bullet points set out details of significant implications identified by officers:
- Grant Funding has been awarded by central government so will come at no additional cost to the Council. The Council have the ability to recover and redistribute sums should an error based on the information provided be made.
- 4.2 Procurement/Contractual/Council Contract Procedure Rules Implications  
The following bullet points set out details of significant implications identified by officers:
- The Grant carries with it a number of conditions and could have implications under state aid regulations. An outline of how this is being managed is within paragraph 1.3
- 4.3 Statutory, Legal and Risk Implications  
The following bullet points set out details of significant implications identified by officers:
- The Grant carries with it a number of conditions and could have implications under state aid regulations. An outline of how this is being managed is within paragraph 2.3
- 4.4 Equality and Diversity Implications  
There are no significant implications for this priority.
- 4.5 Engagement and Communications Implications  
There are no significant implications for this priority.
- 4.6 Localism and Local Member Involvement  
There are no significant implications for this priority.
- 4.7 Public Health Implications  
There are no significant implications for this priority.
- 4.8 Environment and Climate Change Implications on Priority Areas

- 4.8.1 Implication 1: Energy efficient, low carbon buildings.  
Positive/neutral/negative Status: Neutral  
Explanation: no impact
- 4.8.2 Implication 2: Low carbon transport.  
Positive/neutral/negative Status: Neutral  
Explanation: no impact
- 4.8.3 Implication 3: Green spaces, peatland, afforestation, habitats and land management.  
Positive/neutral/negative Status: Neutral  
Explanation: no impact
- 4.8.4 Implication 4: Waste Management and Tackling Plastic Pollution.  
Positive/neutral/negative Status: Neutral  
Explanation: no impact
- 4.8.5 Implication 5: Water use, availability and management:  
Positive/neutral/negative Status: Neutral  
Explanation: no impact
- 4.8.6 Implication 6: Air Pollution.  
Positive/neutral/negative Status: Neutral  
Explanation: no impact
- 4.8.7 Implication 7: Resilience of our services and infrastructure, and supporting vulnerable people to cope with climate change.  
Positive/neutral/negative Status: Neutral  
Explanation: no impact

<b>Implications</b>	<b>Officer Clearance</b>
<b>Have the resource implications been cleared by Finance?</b>	<b>Yes</b> Name of Financial Officer: Stephen Howarth
<b>Have the procurement/contractual/ Council Contract Procedure Rules implications been cleared by the LGSS Head of Procurement?</b>	<b>Yes</b> Name of Officer: Gus De Silva
<b>Has the impact on statutory, legal and risk implications been cleared by the Council's Monitoring Officer or LGSS Law?</b>	<b>Yes</b> Name of Legal Officer: Fiona McMillan
<b>Have the equality and diversity implications been cleared by your Service Contact?</b>	<b>Yes</b> Name of Officer: Will Patten

<b>Have any engagement and communication implications been cleared by Communications?</b>	<b>Yes</b> Name of Officer: Christine Birchall
<b>Have any localism and Local Member involvement issues been cleared by your Service Contact?</b>	<b>Yes</b> Name of Officer: Will Patten
<b>Have any Public Health implications been cleared by Public Health</b>	<b>Yes/No – not able to respond</b> Name of Officer: Emily Smith
<b>Environment</b>	<b>Yes</b> Name of Officer: Emily Bolton

## 5. Source documents

5.1 None