

Allocation of Workforce Recruitment and Retention Funding in response to the COVID-19 Pandemic
Cllr Irene Walsh, Cabinet Member for Integrated Adult Social Care, Health and Public Health
November 2021
Deadline date: 13TH December 2021

Cabinet portfolio holder:	Cllr Irene Walsh, Cabinet Member for Integrated Adult Social Care, Health and Public Health
Responsible Director:	Wendi Ogle-Welbourn, Executive Director for People and Communities
Is this a Key Decision?	No If yes has it been included on the Forward Plan: No Urgency procedure invoked.
Is this decision eligible for call-in?	NO – Waiver of call-in procedure invoked
Does this Public report have any annex that contains exempt information?	NO
Is this a project and if so has it been registered on Verto?	NO Verto number: N/A

RECOMMENDATIONS
The Cabinet Member is recommended to:
<ol style="list-style-type: none"> 1. Allocate the Workforce Recruitment and Retention Grant issued by central government, totalling £537,375, to CQC Registered Care Home and Community Providers in contract with Peterborough City Council.

1. PURPOSE OF THIS REPORT

- 1.1 This report is for Cabinet Member to consider exercising delegated authority under paragraph 3.4.3 of Part 3 of the constitution in accordance with the terms of their portfolio at paragraph (a).
- 1.2 With the approval of the Chairman of the Adults and Health Scrutiny Committee, the urgency procedure and waiver of call-in procedure have been invoked to suspend the requirement to publish notice of the decision for 28 days and to suspend the three day call-in period. These procedures have been invoked because the Government recently announced a significant level of grant funding until March 2022 to support the adult social care sector to continue to delivery continuity of care to service users in the face of growing

recruitment and retention challenges. The government have requested that funding is allocated as quickly as possible. This combined with growing pressure on workforce capacity locally means it is imperative that the Council distributes the funding prior to Christmas to mitigate a risk of staff reduction in the lead up to the holiday period.

2. **TIMESCALES**

Is this a Major Policy Item/Statutory Plan?	NO	If yes, date for Cabinet meeting	N/A
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3. **BACKGROUND AND KEY ISSUES**

3.1 The Department of Health and Social Care (DHSC) issued guidance on the 3rd November in relation to £162.5m Workforce Recruitment and Retention Funding and Peterborough have a confirmed allocation of £537,375. The funding is being issued on a one-off basis and will be paid in 2 instalments with 60% being issued in November 2021 and 40% in January 2022.

3.2 The main purpose of the funding is to support Councils to address adult social care workforce capacity pressures amongst CQC Registered Providers, 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

3.3 The grant must only be used to address local workforce capacity issues across adult social care CQC Registered providers and will only apply to expenditure on recruitment and retention activity made between 21st October 2021 and 31st March 2022.

3.4 In line with guidance issued, Peterborough City Council will be allocating 100% of the grant funding to CQC Registered Care Home and Community Providers in contract with, and delivering services on behalf of, adult social care. The grant will be allocated to these providers based on staffing numbers reported through CQC. The expectation is that providers should determine the best use of funding for their own circumstances in line with the grant conditions set. Both Councils will expect to see proof of expenditure that this has been passed to employees via their PAYE systems with a focus on retention or incentivisation.

3.5 In the event of an underspend of either grant, the Council will review the proportion of underspend in each allocation and reappportion across all grant recipients. Use of the funding by providers needs to comply with clear guidance outlined by central government. Compliance with the conditions set will be assured through the use of a grant agreement.

4. **CONSULTATION**

4.1 This recommendation has been made following consultation with local providers, care associations, other Councils from across the region and public health.

5. **ANTICIPATED OUTCOMES OR IMPACT**

5.1 It is anticipated that efficient distribution of this grant funding will support the sector in managing recruitment and retention challenges over the next six months enabling providers to continue to meet the needs of people requiring support in a timely and effective way.

6. REASON FOR THE RECOMMENDATION

6.1 This recommendation adheres to government guidance se. It will also support local providers delivering support on behalf of the Council to continue to do so in the face of significant recruitment and retention pressures and secure continuity of care for service users.

7. ALTERNATIVE OPTIONS CONSIDERED

7.1 There were no alternative options considered.
Do Nothing: This would not comply with request given by the Department of Health and Social Care to distribute grant funding to support with recruitment and retention challenges. Lack of funding would also impact on the ability of the Council to mitigate current workforce pressures being managed by providers delivering support to people across Peterborough.

8. IMPLICATIONS

Financial Implications

8.1 *There are no financial implications for the Council as the grant funding has been issued by central government on a one-off basis.*

Legal Implications

8.2 The Council has the legal power to make grant awards under the general power of competence contained in section 1 of the Localism Act 2011.

The Council shall consider Subsidy Control in the award of grant funding to all recipients.

Grant agreements shall be issued to all recipients.

Equalities Implications

8.3 *None*

Carbon Impact Assessment

8.5 *Summarise here the results of your completed Carbon Impact Assessment Form (form to be submitted to the Transport and Environment Team).*

9. DECLARATIONS / CONFLICTS OF INTEREST & DISPENSATIONS GRANTED

9.1 None.

10. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985) and The Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

10.1 None.

11. APPENDICES

11.1 None.

