

**EXECUTIVE BOARD
23RD NOVEMBER 2020**

SUBJECT:

**TEMPORARY EMERGENCY PAYMENT FOR CARE STAFF (TO SUPPORT
STAFFING IN PRIVATE CARE HOMES)**

RECOMMENDATIONS / KEY DECISIONS REQUIRED:

A temporary arrangement is proposed to support private care homes who are facing short notice staffing shortages as a result of the COVID 19 pandemic. This emergency payment will only be applicable where there are specific instances where the staffing complement of Private Care homes is compromised due to the statutory self-isolation and Covid19 Positive results of the private care home staff, where there is insufficient cover to deliver care.

REASONS: Local authorities have a statutory duty to provide residential care and, part of this duty extends to ensuring that the care home sector in Carmarthenshire is able to continue operating with appropriate levels of management and staffing. This proposal is designed to be temporary in nature until more permanent contingency plans can be put in place.

Relevant scrutiny committee to be consulted	NO
Exec. Board Decision Required	YES
Council Decision Required	NO

Executive Board Members:

Cllr. Jane Tremlett,
Cllr. Mair Stephens

Portfolio:

Deputy Leader of the Council
Social Care and Health

Directorate

**People Management and
Performance**

Name of Head of Service

Paul R Thomas

Designation

**Assistant Chief Executive
(People Management and
Performance)**

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**Executive Board
EXECUTIVE SUMMARY**

**TEMPORARY EMERGENCY PAYMENT FOR CARE STAFF (TO SUPPORT STAFFING IN
PRIVATE CARE HOMES)**

Background:

During the pandemic, the wider community has, and continues to encounter challenges created by the need to follow statutory guidelines. Within the last week or so, the community has experienced particular difficulties in relation to the staffing of private care homes, and nursing homes (arrangements for nursing homes are being considered jointly with Hywel Dda university Health Board). Covid-19 positive tests have been confirmed which have had a compromising effect on the availability of staff to deliver care in private care homes. Currently, staffing levels within Council run care homes are being maintained.

The Local Authority has a duty to ensure that all care homes within the County can continue to operate with safe levels of staffing, and, must assist in such circumstances. We can do this by deploying our own staff to ensure that these care homes can continue to provide a service and keep residents safe.

To enable us to ensure that staff can be deployed quickly and at short notice to respond to these staffing emergencies, we must ensure that standby and emergency call out arrangements are set up with immediate effect. These payments will hopefully ensure that we can rely on volunteers from our existing staff group to provide this cover in potential COVID-19 high risk environments. It would not be appropriate or contractually viable to instruct our own employees to work in non-council run care homes.

The proposed arrangements are as follows and will only be applicable in a Residential Care Setting:

Eligible employees:

Residential & Day Care Workers Grade C & Seniors Grade F
Domiciliary Care Workers Grade D & Seniors Grade F
Learning Disability Support Workers Grade D & Senior Specialist Support Workers Grade F
Front-line Supervisors

Proposed payments:

- Care Workers who volunteer to be on standby for deployment to private care facilities would receive the Authority's agreed Standby payment of £40 per session.
- For each shift worked, then the employee would receive a further £40 'Emergency Deployment Payment'.
- The employee/worker would be required to work a minimum 4 hour shift to qualify for the payment;

- In addition to this they would receive their normal hourly rates (including overtime payments where appropriate) for the additional hours worked, as stipulated by their contract of Employment.

There will be no additional cost to the Authority, as the additional costs will be fully reclaimed from the relevant Private Care home that requires support. Standby costs will be met through the use of ICF capital unless winter-pressures funding can be utilised.

DETAILED REPORT ATTACHED?	No.
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IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: Paul R Thomas Assistant Chief Executive (People Management and Performance)

Policy and Crime & Disorder	Legal	Finance	ICT	Risk Management Issues	People Management and Performance	Physical Assets
NONE	None	YES	NONE	YES	YES	NONE

1. Finance

There is no additional cost as these payments will be fully reclaimed from the Private Care Home providers.

2. People Management and Performance

This temporary arrangement will be supplementary to our existing terms and conditions, and will only be applicable in specific situations within the private residential care settings where there is a lack of staff available to provide essential care.

Any on-call staff would be offering community care into a residential setting are employed by us, they would not be working for the care home.

3. Risk Management

The Local Authority has a duty to ensure that all care homes within the County can continue to operate with safe levels of staffing. Consideration also needs to be given to how such arrangements might impact on our own in-house service delivery. This needs to be formally contained within our Risk Assessment considerations/documentation.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Paul R Thomas

Assistant Chief Executive (People Management and Performance)

(Please specify the outcomes of consultations undertaken where they arise against the following headings)

1. Scrutiny Committee

N/A

2. Local Member(s)

N/A

3. Community / Town Council

N/A

4. Relevant Partners

N/A

5. Staff Side Representatives and other Organisations

Trade Unions have been briefed on this Scheme.

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

THERE ARE NONE

Title of Document	File Ref No.	Locations that the papers are available for public inspection
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