



REPORT TO: HEALTH AND SOCIAL CARE INTEGRATION JOINT BOARD –
15 DECEMBER 2021

REPORT ON: SCOTTISH GOVERNMENT ADDITIONAL INVESTMENT:
WINTER PLANNING FOR HEALTH AND SOCIAL CARE

REPORT BY: CHIEF FINANCE OFFICER

REPORT NO: DIJB64-2021

1.0 PURPOSE OF REPORT

1.1 The purpose of this report is to provide the Integration Joint Board with information on a range of measures and new investment being put in place nationally by the Scottish Government to help protect health and social care services over the winter period and to provide longer term improvement in service capacity, and how this will impact and be managed through Dundee Health and Social Care Partnership.

2.0 RECOMMENDATIONS

It is recommended that the Integration Joint Board (IJB):

- 2.1 Note the content of this report and the anticipated service capacity enhancements that are being developed by officers in the Health and Social Care Partnership
- 2.2 Note the additional funding streams that will be received by the IJB and instruct the Chief Finance Officer to report on any significant variations to the next IJB meeting in February 2022.
- 2.3 Approve the increased contract payments to Commissioned Service Providers to enable the increased hourly wage payment to staff providing direct care with effect from 1st December 2021, as detailed in section 4.7.5 of this report.
- 2.4 Instruct the Chief Finance Officer to report on progress to the April 2022 IJB meeting.

3.0 FINANCIAL IMPLICATIONS

- 3.1 While detailed cost implications have not been quantified in this report, any new and expanded initiatives and the associated identified additional expenditure will be funded fully through the additional Scottish Government allocations.
- 3.2 As detailed in section 4.7, increased Contract Payments to Adult Social Care providers will be required with effect from 1st December 2021. It is anticipated that the full cost implications will be funded through the additional Scottish Government allocation, but any significant variance against this will be reported to the IJB at the next meeting in February 2022.

4.0 MAIN TEXT

4.1 Background

- 4.1.1 The Scottish Government announced on 5 October 2021 that new investment of more than £300m in recurring funding will be put in place nationally to help protect health and social care over the winter period and to provide longer term improvement in service capacity across the

health and social care system <https://www.gov.scot/news/over-gbp-300-million-new-winter-investment-for-health-and-care/> Since then, further detailed information has been provided by the Scottish Government to Integration Authorities and partner bodies as to how the funding should be directed.

- 4.1.2 It is collectively understood that services continue to face significant demand and the current pressures are likely to further intensify over the winter period.
- 4.1.3 Winter planning pressures are predicated on four key principles –
1. *Maximising capacity* – through investment in new staffing, resources, facilities and services.
 2. *Ensuring staff wellbeing* – ensuring that they can continue to work safely and effectively with appropriate guidance and line-management and access to timely physical, practical and emotional wellbeing support.
 3. *Ensuring system flow* – through taking specific interventions now to improve planned discharge from hospital, social work assessment, provide intermediary care and increase access to care in a range of community settings to ensure that people are cared for as close to home as possible.
 4. *Improving outcomes* – through our collective investment in people, capacity and systems to deliver the right care in the right setting.
- 4.1.4 The additional funding to develop these principles is expected to have a lasting and sustainable impact on health and social care by building resilience to see the services through winter as well as building on the approach to recovery and renewal. Services are currently working to update remobilisation plans to reflect progress made to date; this update will also take account of winter planning activities and the planned use and impact of the additional funding and investment described in section 5. A report on the Partnership's remobilisation plan will be submitted to the Integration Joint Board prior to the end of the current financial year.

4.2 Additional Funding and Investment Priorities

- 4.2.1 Scottish Government announcements include a number of areas that may directly impact on Dundee Health and Social Care Partnership (figures noted below are national funding allocations for 2021/22)
- £62m for enhancing care at home capacity
 - £40m for interim, 'step-down' care
 - £20m for enhancing Multi-Disciplinary Teams
 - £15m for recruitment of support staff
 - Up to £48m to increase hourly rate of pay for social care staff
 - £28m to support primary care
 - £4m to support staff wellbeing with practical and emotional needs
 - £4.5m to support Health Boards to recruit from outwith Scotland

4.3 Enhancing Care at Home Capacity (Dundee 21/22 allocation £1,787k)

- 4.3.1 Recurring funding is being allocated to build capacity in care at home community-based services, to help fulfil unmet need, deal with the current surge in demand and complexity of individual needs and help ease pressures on unpaid carers.
- 4.3.2 Scottish Government expects the funding to be spent on
- Expanding existing services
 - Funding a range of approaches to preventing care needs from escalating
 - Technology-enabled care

4.4 Interim 'step down' care placements (Dundee 21/22 allocation £1,153k)

- 4.4.1 Funding in 21/22 (and then £20m nationally for 22/23) is being allocated to enable patients currently in hospital to move to care homes and other community settings, on an interim basis, to ensure they can complete their recovery in an appropriate setting.
- 4.4.2 These placements are likely to be for a period of up to 6 weeks through an expedited process, with no financial liability for the individual or their family towards the costs of the care home.

- 4.4.3 Interim placements may be offered where an appropriate care at home package is not available immediately, or when the first choice care home is temporarily unavailable.
- 4.4.4 Local teams will continue to work with people and their families to explore options, maintaining choice and control.
- 4.5 **Enhancing Multi-Disciplinary Teams (MDTs) (Dundee 21/22 allocation £577k)**
- 4.5.1 Recurring funding is being provided to strengthen Multi-Disciplinary Working across health and social care to support discharge from hospital and ensure that people can be cared for as close to home as possible, reducing avoidable admissions to hospital.
- 4.5.2 MDTs support social work and care assessment, hospital-to-home and rapid response in the community.
- 4.5.3 MDT members usually include Social Workers, Healthcare Professionals, Occupational Therapists and voluntary sector organisations.
- 4.6 **Recruitment of Support staff (NHS Tayside 21/22 allocation to be confirmed)**
- 4.6.1 To further support the MDTs, territorial health boards are being asked to recruit additional 1000 nationally (NHS Tayside share 78) staff at AfC Band 3-4, to provide additional capacity across a variety of health and care services.
- 4.7 **Increase hourly rate of pay for social care staff (Dundee allocation £1,384k)**
- 4.7.1 Following agreement at COSLA leaders and the Scottish Government, an interim national pay uplift for Adult Social Care workers has been agreed.
- 4.7.2 The pay uplift will apply to staff providing direct care within Adult Social Care in commissioned services in the third and independent sectors. This will include Supervisors, Practitioners, Support Workers, Personal Assistants and staff providing sleepovers, and will apply to workers in care homes, care at home, day care, housing support, adult placement services, respite services and those delivering direct support through all SDS options.
- 4.7.3 The funding will enable pay for these workers, in these services, to be uplifted from at least £9.50 per hour as previously agreed from April 2021 to at least £10.02 per hour and will take effect from 1st December 2021.
- 4.7.4 To avoid individual contract negotiations, national weighted percentages have been set to uplift contract values, in line with proportion of typical workforce costs, and revised Contract Variation Letters are being issued to care providers on this basis. Uplifts to the National Care Home Contract fee rates will also be made through the national framework arrangement.
- 4.7.5 The IJB is asked to approve this payment of increased Contract Payments to Providers with effect from 1st December 2021 to ensure the pay uplift for Adult Social Care staff can be actioned appropriately.
- 4.7.6 It is assumed at this stage that the allocation received by Dundee IJB will be sufficient to cover the additional cost implications – however any significant variation to this will be reported at the next IJB meeting once all additional payments have been made.
- 4.8 **Support Primary Care**
- 4.8.1 The funding is being allocated to accelerate multi-disciplinary team recruitment to aid General Practice as part of the implementation of GP contract, as well as targeted funding to tackle the backlog of routine dental care.
- 4.8.2 A share of the MDT funding to support General Practice is being made available to HSCP's who are on track to spend their recurring Primary Care Improvement Fund (PCIF) allocation in 2021/22 and can demonstrate with reasonable confidence that any additional funding will be utilised on MDT staff in 2021/22.
- 4.8.3 As previously reported to the IJB, (Article VII on minute of meeting of 21st August 2021 and report DIJB40-2021), Dundee Primary Care Improvement Plan as brought forward funding of

£2,173k into 2021/22 from previous year underspends due to recruitment delays and timing slippage at earlier stages of the plan, coupled with the impact of the pandemic more recently.

4.8.4 The 2021/22 plan indicates it is unlikely that current year allocation will be spent in full and therefore there will be additional underspend to add to the brought forward balance at the end of 2022/23.

4.8.5 As a result of the current year spend plans, Dundee PCIF does not meet the criteria to access additional funding in 2021/22. It should be noted that this is a similar scenario in other Tayside PCIF's.

4.8.6 Feedback on the local position has been provided to Scottish Government for 2021/22 funding. The position for accessing future year funding is unclear and officers will continue to work with local and Scottish Government colleagues to ensure appropriate levels of funding is accessed where available.

4.9 **Support staff wellbeing with practical and emotional needs (Dundee 21/22 allocation £57k)**

4.9.1 Scottish Government have recognised that the wellbeing of health and social care workforce is of significant importance, and now, more than ever, it is critical that staff take rest breaks and leave to which they are entitled as well as being given time to access national and local wellbeing resources at work.

4.9.2 Funding resources are being made available to help staff with practical needs over the winter, such as access to hot drinks, food and other measures to aid rest and recuperation, as well as additional psychological support.

4.10 **Support Health Boards to recruit from outwith Scotland and in Specialist Areas of Need**

4.10.1 It has been recognised that there are specific workforce shortages where Health Boards have struggled to achieve the numbers of workforce that they need. Nationally coordinated marketing campaigns will be taken forward to help tackle some of these specific challenges, including a campaign for Band 5 nurses working in community health and social care.

4.10.2 Additional funding will also be made available to Health Board develop capacity within recruitment teams to support international recruitment.

4.11 **Impact of IJB's Financial Position**

4.11.1 The financial impact of the additional funding and anticipated expenditure relating to these funds will continue to be monitored over the remainder of the financial year and reported to the February IJB meeting. It is not yet known if any underspends associated with these funds in the current financial year will be retained by the IJB for future years or returned to Scottish Government.

5.0 **POLICY IMPLICATIONS**

5.1 This report has been screened for any policy implications in respect of Equality Impact Assessment. There are no major issues

6.0 RISK ASSESSMENT

This is a mandatory field and an explanation must be provided which covers the fields below. Please fill in and copy this table for each individual risk identified.

Risk 1 Description	Funding available to support the increase in payment for adults social care workers to £10.02 is insufficient leading to an unplanned budget pressure
Risk Category	Financial
Inherent Risk Level	Likelihood 3 x Impact 4 = Risk Scoring 12 (High Risk)
Mitigating Actions (including timescales and resources)	Effective financial modelling of the cost of implementation Discussions with Scottish Government should a funding gap be identified
Residual Risk Level	Likelihood 2 x Impact 4 = Risk Scoring 8 (High Risk)
Planned Risk Level	Likelihood 2 x Impact 3 = Risk Scoring 6 (Moderate Risk)

7.0 CONSULTATIONS

7.1 The Chief Officer and the Clerk were consulted in the preparation of this report.

8.0 DIRECTIONS

The Integration Joint Board requires a mechanism to action its strategic commissioning plans and this is provided for in sections 26 to 28 of the Public Bodies (Joint Working)(Scotland) Act 2014. This mechanism takes the form of binding directions from the Integration Joint Board to one or both of Dundee City Council and NHS Tayside.

Direction Required to Dundee City Council, NHS Tayside or Both	Direction to:	
	1. No Direction Required	
	2. Dundee City Council	X
	3. NHS Tayside	
	4. Dundee City Council and NHS Tayside	

Dave Berry
Chief Finance Officer

DATE: 01/12/21

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DIRECTION FROM DUNDEE CITY INTEGRATION JOINT BOARD

1	Reference	
2	Date Direction issued by Integration Joint Board	15 December 2021
3	Date from which direction takes effect	15 December 2021
4	Direction to:	Dundee City Council
5	Does this direction supersede, amend or cancel a previous direction – if yes, include the reference number(s)	No
6	Functions covered by direction	Contractual Payments to Social Care Providers
7	Full text of direction	Dundee Integration Joint Board directs Dundee City Council to uprate all eligible contractual payments to social care providers in line with the Scottish Government's policy as set out in section 4.7 of this report.
8	Budget allocated by Integration Joint Board to carry out direction	£1,384k
9	Performance monitoring arrangements	Through social care contract monitoring arrangements.
10	Date direction will be reviewed	31 st March 2022

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