

## BOARD

10 June 2020

Commenced: 2.00pm

Terminated: 3.05pm

<b>Present</b>	<b>Elected Members</b>	<b>Councillors Warrington (In the Chair)</b> <b>Bray, Cooney, Fairfoull, Feeley, Gwynne,</b> <b>Kitchen, Ryan and Wills</b>
	<b>Chief Executive</b>	<b>Steven Pleasant</b>
	<b>Borough Solicitor</b>	<b>Sandra Stewart</b>
	<b>Section 151 Officer</b>	<b>Kathy Roe</b>

**Also in attendance**      **Tracy Brennand, Stephanie Butterworth, Jeanelle De Gruchy,**  
**Richard Hancock, Ian Saxon, Sarah Threlfall, Debbie Watson**

**Apologies for absence:**      **Dr Asad Ali**

### 1.      **DECLARATIONS OF INTEREST**

There were no declarations of interest.

### 2.      **MINUTES OF PREVIOUS MEETING**

The Minutes of the meeting on the 3 June 2020 were accepted as a correct record.

### 3.      **WORKFORCE OVERVIEW DURING COVID-19**

Consideration was given to a report of the Executive Leader / Assistant Director, People and Workforce Development, which provided a comprehensive overview of the workforce matters that had arisen due to the COVID-19 outbreak. Many emergent changes resulted as a direct result of the pandemic, requiring the workforce to deliver services through varied models, and as the organisation moved forward it was an opportune time to consider the potential opportunities to effectively manage and reshape the workforce to enable the organisation to emerge more resilient and flexible.

It was explained that In response to the COVID-19 outbreak, each directorate was required to invoke their business continuity plans and identify those services that were deemed to be essential and critical in order to continue to operate and support the local community effectively to remain safe, undertake statutory and essential services and minimise the spread of the virus.

It had been recognised that some of the critical services throughout the course of the COVID-19 outbreak had required additional capacity and support to enable them to sustain the required response, particularly where the service had seen an increase in demand e.g. bereavement and registrars or where they had been impacted by members of the workforce having to self- isolate having experienced symptoms, living with a family member who was symptomatic or having contracted the virus themselves.

In addition to supporting existing key services, it had been necessary to put in place additional support and arrangements to respond to the needs of residents in the emergency situation. Details of the functions created to support this process were detailed in the report.

As the outbreak affected members of the workforce due to the need to self-isolate, and/or were sick and service demands changed, there was a growing necessity for redeployment across the

workforce and to enable some parts of the workforce to work extended hours, or vary the normal working hours to respond to the current situation.

In preparation for the eventuality that service based redeployment was not sufficient and demand for cross organisational redeployment was necessary, a centrally coordinated redeployment process to provide an overview of how and where the workforce needed additional capacity and where that capacity could be sourced from was created and had been maintained by Human Resources following liaison with key service areas.

All redeployment was and would continue to be done on a voluntary basis, taking into account each individual's circumstances, skills and availability. Where a redeployment opportunity was possible the appropriate training, support and necessary equipment would be provided as part of the redeployment activity, observing the health and safety requirements and safe working practices due to COVID-19.

As the workforce moved around flexibly they were undertaking work of a different kind to that which they were normally employed to do. Where possible the approach was to redeploy the workforce to similar roles at a similar pay grade, however due to the variety and complexity of critical service needs and the skills available to be redeployed, this was not always possible.

The workforce had responded to service changes with many being deployed in a different way in their own work area or within another service. An indicative summary of where the work activity, due to demand and/or COVID-19 restrictions, had adapted and additional workforce capacity had been required to support the response, was provided in the report.

It was reported that at the current time, the schools workforce was excluded and were being deployed in their existing place of work on a demand led approach. Clear arrangements for schools were in place to ensure the staff were deployed appropriately.

An overview of workforce availability was provided, including deployment to date recorded in the central system.

It was expected that the demand for redeployment may fluctuate at any time as the COVID-19 outbreak and government restrictions remained in place and plans following the current relaxation of lockdown restrictions started to change. With this in mind the continued review of workforce activity would remain in place with the expectation that services would be asked to continue to review their workforce capacity and release employees as needed for COVID-19 critical response work, or other key priority tasks across the organisation, or within partner organisations.

In terms of recruitment, it was explained that all planned recruitment activity should continue with no unnecessary delays, observing the government guidelines to ensure appropriate legislation and safer recruitment measures were in place throughout the process. In addition to normal recruitment, a fast track recruitment process was now in place to support the COVID-19 response and particularly for the attraction and recruitment of key social care colleagues.

Strong links with local residential care and care at home providers were in place and support was being provided to ensure that they continued to have suitable candidates to engage and fill necessary gaps where their own workforce was adversely affected. It had also been agreed to support this sector by creating a dedicated recruitment campaign to attract candidates.

A review of the Corporate Induction and Training and Development Plan was underway to ensure that the programme was deliverable within the current circumstances. This opportunity would allow new creative methods to be devised whereby the workforce engaged and learned through a variety of channels.

Initial support to care homes and GP practices was being coordinated alongside neighbourhood work to support the voluntary sector. Discussions had been held with local care homes and care at home providers to understand any recruitment and retention issues that they may be experiencing at the present time. The Council had agreed to support the sector through a recruitment and attraction campaign.

Information was given in respect of the Coronavirus Job Retention Scheme (CJRS), a Government scheme under which an employer could furlough (temporarily lay off) its employees if it needed them to stop work by reason of circumstances arising as a consequence of coronavirus. Access to the scheme was in accordance with Government guidance and the associated HM Treasury Direction.

The Government guidance on the scheme made it clear that while the scheme was available to public sector employers, the Government did not expect the scheme to be used, as they would be continuing to provide essential public services. The guidance also stated that where employers received public funding for staff costs, and that funding was continuing, it expected employers to continue to employ their workforce. Therefore, there was a general expectation that employees (including the contingent workforce – agency and casual workers) working in the public sector should not be placed on furlough leave.

The Council, T&G CCG and Schools would make every effort to support individuals who were not able to carry out their usual work. This would allow individuals to take a flexible approach to work to enable them to meet other commitments such as caring for dependents and/or the vulnerable. Where appropriate this could include redeployment; if suitable and individuals were in agreement they may undertake work of another kind for a temporary period of time, which better suited their current circumstances. Only in exceptional circumstances where venues needed to close and redeployment was no longer available may it be appropriate to consider the Coronavirus Job Retention Scheme (CJRS). This would be very limited if at all, and subject to meeting all the required Government criteria.

At the present time, the organisation had not identified any individuals, or groups of staff that appropriately fell within the furlough scheme criteria. However it was noted in exceptional circumstance it may be necessary to access this scheme where the full criteria is met. This would only occur in jobs for which the Council was not funded and relied on income to fund those roles. The furlough scheme had recently been extended until October 2020, but from 1 August would require employers to share the cost of the scheme. Further guidance on the scheme extension was awaited.

With regard to staff attendance, it was reported that the organisation continued to monitor and support the workforce to maintain high attendance levels through regular conversation and dialogue with their manager and a range of support mechanisms that were in place through the Occupational Health provider.

In addition to the current support offer, free access had been secured to an Employee Assistance Programme (EAP) through an organisation called Vivup. This enabled the workforce to receive confidential support through an online and telephone system at a time that suited them. This offer had also been extended to all care staff within care homes and home care providers.

The Workforce Development team had created a range of additional resources to support good health and wellbeing of the workforce, at a time when keeping mental health in good shape was more important than ever. This offer also included signposting and access to other external high quality resources, alongside the internal e-learning system and intranet.

Details of workforce absence levels were set out in the report. The absence levels for 2019/20 showed further year on year improvement in the attendance of the workforce, primarily due to the support and promotion of good health and wellbeing and the expectation that this was a regular discussion amongst colleagues. The year on year absence figures for the Council were also

outlined. A breakdown of absence levels for each directorate and the CCG were outlined in the report.

Using absence monitoring data during the period 1 April to mid May 2020 and extrapolating this for the remainder of the year would show a significant reduction in the average number of days lost per employee of around 3.20.

Since the Covid-19 outbreak work had been undertaken with service areas to understand the impact of the virus on the workforce. Information was initially gathered on a daily basis and was now reported each week. The impact on the workforce currently was outlined in the report.

With regard to staff travel, it was explained that since the initial outbreak of COVID-19 advice was to stay at home and where possible to work from home. This advice was implemented immediately within the Organisation and a significant number were now working from home. Where colleagues were unable to work from home due to the nature of their job role e.g. Waste Services, Bereavement Services, Grounds Maintenance etc., full risk assessments had been put in place and the guidance on COVID-19 safe working practices had been observed.

Government announcements on 10 May 2020 advised a staged process to the easing of the lockdown process. This process would see the re-opening of workplaces and services across the country. Whilst at the present time there were no plans to change the current working arrangements for staff within the organisation, staff would be encouraged to stay at home and where required to attend work, to avoid public transport and either walk/cycle to work, or use their own car.

Details of the Council's car mileage scheme was outlined and a breakdown of staff in receipt of essential car user and authorised casual user was outlined in the report. In light of the organisation's commitment to reducing its carbon footprint, the current circumstances could provide an additional opportunity to review the current arrangements in place for the remuneration of colleagues who used their car as part of their job role, particularly given the greater flexibility for colleagues to work from home and the reduced requirement to travel around the borough on work business. A number of potential changes to the current mileage and travel arrangements currently in place could be considered and options for consideration were outlined in the report. Any proposed changes to the current staff car mileage and travel arrangements would need to take account of any potential adverse impact on service delivery and would require full consultation with trade unions and the workforce as they would require a variation of terms and conditions.

Board Members were informed that changes to the legislation in 2019 had now removed the previous £1,000 limit on the cycle purchase. To support the increased take up of the scheme the organisation had the option to remove the limit and support higher value purchases. Whilst the removal of the purchase limit presented some financial risk, the scheme encompassed clear terms and conditions, which set out at the start of the agreement how money would be recovered where required i.e. if the employee left their employment.

In terms of travel outside of the UK, Members were advised that on the 10 May 2020, the Prime Minister explained that as the infection rate reduced they would relax the lockdown restrictions; however it would be important to manage the risk of infection from international travel. The Government explained that at a date in the future they would advise that all international arrivals would be required to self-isolate (quarantine) for 14 days.

This measure would mean that any members of the workforce travelling outside of the UK during the period when the Government had the restriction in place would, on their return, need to quarantine themselves for 14 days from work (and all other activities). Where this arose employees would need to either work from home during the quarantine period if they were able to, or alternatively take additional annual leave (subject to employer agreement) or unpaid leave. There would be no provision for quarantine time to be paid at full pay where the employee was unable to work. Flexible working arrangements should be considered for such circumstances however only

where the job role allowed. Redeployment may also be considered however only in circumstances where the organisation required. The Government had advised that they would issue further guidance on this matter, which would also need to be considered.

With regard to 'Building Back Better', flexibility of work had been an area of focus across the organisation through the recent development of a squad. The squad was developed to understand the current flexible working position, the future opportunities and challenges for flexible working and how services could develop to enable a more flexible workforce in line with the 'Our People Plan' which identified that flexible working was fundamental to attract and retain members of the workforce.

Indicative areas of change to embed workforce flexibility in the future were outlined and it was explained that for some of the potential changes to be realised this would require a change to terms and conditions which would be managed through an agreed workforce change programme with full engagement and consultation of the workforce and Trade Union colleagues.

Financial challenges would need to be taken into account when developing plans and opportunities to spend financial resources in the most effective way possible. It was acknowledged that the COVID-19 circumstances had significantly affected the financial position and therefore the ability to redesign and shape services would be an important part of the organisations Build Back Better programme.

For some services the redesigned model would include a return to the workplace for some employees. For the foreseeable future, where this was the case there would need to be COVID19 workplace safety measures in place for example, screen protections, one way walkway routes to enable social distancing, variance to operating times and increased cleaning operations. Risk assessments would need to be completed for workforce groups and specific working arrangements to ensure compliance with legislation.

The future use of a number of buildings and space would be of corporate concern and would in turn inform service operating model decisions, taking account of any potential impact on the local economy.

In respect of a review of home working, prior to COVID-19 home working operated on a fairly ad-hoc basis across the organisation, with some services more freely able to deploy individuals at home. The COVID-19 outbreak had led to a large proportion of the workforce now working from home and they would continue to do so for the foreseeable future. This change had prompted a review of the home working scheme to ensure that it was fit for purpose as home working became more embedded across the organisation. This scheme would provide an overall framework and outline the expectations and commitments from the organisation and employee.

The revised homeworking guidance was appended to the report at Appendix 1.

In terms of the workforce development offer, it was explained that the current offer comprised of a comprehensive training programme based on face to face classroom learning and e-learning courses. The COVID19 outbreak paused, temporarily, the majority of scheduled training and delivery programmes as the workforce focused on the urgent COVID-19 response requirements. As the situation moved forward the learning and development delivery model had started to be reviewed to re-establish it to operate remotely, for at least the foreseeable future.

Members were informed that the new e-learning contract with Me-Learning was agreed and implemented from 1 April 2020. The new contract had opened up a wider range of e-learning opportunities and would be rolled out across the workforce encouraging continued and increased engagement.

Part of the workforce development offer provided Member development, which was normally undertaken on a monthly basis, with a detailed programme being developed and agreed at the

beginning of each municipal year. The programme for 2020/21 would need to be revised to reflect the current priorities for the organisation.

It was reported that workforce surveys were frequently used as a tool as part of employee engagement programmes to ascertain workforce views, feelings and attitudes to inform future decisions and changes. The survey was set out at Appendix 2 to the report and covered working remotely, working differently, health and wellbeing and communication during the pandemic. On receipt of the workforce feedback, responses would be collated and summarised in a separate report and would help support the ongoing workforce engagement process.

In respect of employment matters, at the time of full lockdown, it was determined that employment related matters had been halted to enable a period of time to acclimatise to the different way of working and to support staff. It was necessary to put in place appropriate arrangements to enable key issues regarding the workforce to be addressed as quickly and fairly as possible. Regular discussions were held with Trade Union colleagues in the weekly Employment Consultation Group (ECG) meeting.

At a recent meeting with Trade Union colleagues it was discussed that alternative virtual means to hold investigations and hearings would need to be put in place and that a set of principles to ensure that employees had a fair hearing would be developed. A set of principles had been developed based on ACAS guidance and were appended to the report at Appendix 3. The Unions remained cautious and concerned about how their members needs could be met to ensure a fair hearing whilst accepting that it could not be in the interest of members to have such matters hanging over their heads in abeyance. Further work would be undertaken to consider on a case by case basis. .

With regard to the UNISON Careworkers Pledge, it was explained that care workers were at the forefront of the COVID-19 response and had received much national attention over the recent weeks. The outbreak had highlighted some areas for national concern and in response, the Government had taken steps to support the care sector.

Similarly Trade Unions had raised specific concern over the impact of the pandemic in the care sector and had formulated a pledge for employers, including Local Authorities and private care home providers to sign up to. The TU pledge focused on protection of the workforce in 4 areas: health, pay, employment and families. A copy of the Pledge was appended to the report at Appendix 4.

The Local Authority was working in accordance with the principles of the pledge ensuring that employees had access to COVID-19 testing, appropriate PPE, did not experience a detriment in pay due to sickness and supported flexible working requirements where employees had commitments for others i.e. children / vulnerable adults.

It was recommended that the Council signed the Unison Care Workers Pledge as an acknowledgement to the ongoing support and commitment the organisation had for the care sector. It was also recommended that the Council shared the Unison Care Workers Pledge with home care and care at home providers and encouraged them to also sign up.

With regard to workforce principles, it was reported that the changing landscape in which the workforce operated now and moving forward provided a number of opportunities for the organisation to build back better.

The Chair thanked the Assistant Director for a very thorough and informative report. Members welcomed the use of alternative approaches to recruitment/interviews and assessments including digital platforms, however sought reassurance that individuals were not disadvantaged because of lack of necessary equipment/skills.

Members further commented on the need to explore avenues for change including the digital agenda; flexible working arrangements and staff travel. The importance of the staff survey was highlighted as a key component of this work, going forward.

## **AGREED**

**It be recommended to Executive Cabinet:**

- (i) That the commitment and flexibility of the workforce to support critical service areas be noted;**
- (ii) That the commitment and flexibility of the workforce to support emerging functions and services in response to COVID-19 be noted;**
- (iii) That the continued expectation to utilise and deploy colleagues that are not able to attend work or work from home whilst the lockdown restrictions continue and arrangements for return to normal work place are put in place, be noted;**
- (iv) That the improvement in staff attendance during 2019/20 be noted;**
- (v) That the updated homeworking guidance be noted;**
- (vi) That the revised approach to workforce learning and development be noted;**
- (vii) That employment related discussions and meetings continue to be progressed within a virtual platform and the principles for any formal processes, as set out at Appendix 3 to the report, be noted;**
- (viii) That the concerns of the Trade Unions. as set out in Appendix 5 to the report, be noted;**
- (ix) That the current managing absence process and support available remain in place to further support improvement in employee attendance;**
- (x) That recruitment to priority and key roles continues to be undertaken and that a review of recruitment processes to further embrace alternative ways to recruit is undertaken;**
- (xi) That access to the Furlough scheme for council workers is not accessed at the present time unless there are extenuating circumstances in which we can be assured we will be able to recover funding in accordance with the guidance and this would appear to be only where employee's pay reliant upon cash income being recovered;**
- (xii) A detailed report be brought forward outlining the key recommendations to be considered by members following the increased flexibility of work including contractual home working for specific job roles and functions;**
- (xiii) The current cycle to work scheme, cycle allowance and pool cycle scheme be further promoted to the workforce and the scheme reviewed to include the CCG and remove the purchase limit;**
- (xiv) A report outlining the car lease scheme be progressed and considered by members;**
- (xv) That services will develop and bring forward plans to redesign service delivery models taking into account the learning and opportunities provided by the COVID-19 pandemic;**
- (xvi) The Member development programme be revised and sessions be undertaken virtually for the foreseeable future;**
- (xvii) That the Health and Care Cadet Programme be supported;**
- (xviii) A survey of the whole workforce be undertaken to obtain feedback and learning from the COVID-19 response by the Council and CCG in relation to the workforce in the form set out at Appendix 2 to the report;**
- (xix) The principles outlined in relation to the Governments requirement to quarantine following travel outside of the UK are applied within the organisation;**
- (xx) The Council adopts the Unison Care Pledge at Appendix 4 and recommends its consideration and adoption to our home care and care at home providers;**
- (xxi) It be agreed to operate to the Greater Manchester Combined Authority (GMCA) workforce principles to encourage a diverse, flexible and healthy workforce that delivers the required outcomes; and**
- (xxii) That a full review of the staff travel and mileage scheme should be undertaken to focus on reducing unnecessary travel, improving carbon footprint and encouraging more sustainable ways of travel.**

#### **4. GM CLEAN AIR PLAN: UPDATE**

The Executive Member, Neighbourhoods, Community Safety and Environment / Director of Operations and Neighbourhoods, submitted a report setting out the progress that had been made following the Government's response to Greater Manchester's Outline Business Case to tackle Nitrogen Dioxide Exceedances at the Roadside (OBC), and the implications of pandemic management policies (the extent of which were not yet fully understood) for the 10 Greater Manchester (GM) local authorities in relation to the schedule of work and statutory consultation on the Clean Air Plan and the link to taxi and private hire common minimum licensing standards (MLS).

A comprehensive update on the development of the GM Clean Air Plan was provided and proposals were set out for a public consultation in light of COVID-19 implications, and it was highlighted that the implementation of a GM Clean Air Zone was delayed to 2022.

Details were given of work undertaken to date, including new work to develop a Clean Commercial Vehicle Fund and a new Hardship Fund.

A summary of correspondence between Greater Manchester and DEFRA was provided, including the DEFRA Minister's 18 March letter to Cllr Western, GM Green City Region lead, which included a further Ministerial Direction to act and expressing the government's desire for GM to consult on a charging Clean Air Zone Category C, and the reply which emphasised the need for government support for key sectors, including the hackney and LGV business users.

The report further highlighted the close link with work to develop Minimum Licensing Standards for the taxi and private hire trade in GM, and set out that it was intended that a public consultation on this was managed in parallel with that for the GM Clean Air Plan, suggesting that GM set out a clear roadmap to when taxi/PHV fleets should be emission free.

Details were given of how the GM Clean Air Plan would support the wider programme of activity around decarbonising the transport sector.

In respect of next steps, it was explained that officers would:

- Continue dialogue with JAQU to secure a clear response from government on GM's outstanding clean air funding asks;
- Continue to undertake the preparatory implementation and contract arrangements that needed to be undertaken to deliver the CAZ and other GM CAP measures;
- Continue preparations to be ready to move to a statutory public consultation on the GM Clean Air Plan as soon as reasonably practicable; and
- Submit a report on the consultation on proposals to GM Authority decision makers when there is a clear timeframe for exiting lockdown and moving to the next phase of the COVID-19 response.

The Chair thanked the Assistant Director for the update and it was agreed that a webinar be presented to all Members to provide an update on the Greater Manchester Clean Air Plan in advance of its consideration at the Full Council meeting on 21 July 2020.

#### **AGREED**

**That recommended to Executive Cabinet and the matter considered:**

- (i) That the progress of the Greater Manchester Clean Air Plan be noted;**
- (ii) That the progress in the development of the Clean Commercial Vehicle and Hardship funds be noted;**
- (iii) That the initial funding award of £41m for clean vehicle funds to award grants or loans to eligible businesses be noted;**
- (iv) It be noted that the Government has accepted the need for vehicle replacement funds for Hackney Carriages, and Light Goods Vehicles, but has requested further**



- development of shared evidence on the needs within that complex sector before responding and does not support the sustainable journeys measure;
- (v) It be noted that TfGM is seeking confirmation that the funding award for Bus Retrofit is a continuation of Clean Bus Technology Funds to be distributed as soon as possible as per previous arrangements;
  - (vi) That it be noted that the government will not support electric vehicle charging infrastructure through Clean Air monies but have committed to work with GM on securing funding from OLEV;
  - (vii) That the position that the GM Local Authorities will move to a statutory public consultation on the GM Clean Air Plan as soon as reasonably practicable, be agreed;
  - (viii) That the position that the GM Local Authorities' decision to commence a public consultation should be taken once there is a clear timeframe for exiting lockdown and moving to the next phase of the COVID-19 response, be agreed;
  - (ix) It be noted that the implementation of a GM CAZ is delayed to 2022 with a revised implementation date to be confirmed in the consultation commencement report;
  - (x) That the DfT's positioning paper "Decarbonising Transport – Setting the Challenge" be noted;
  - (xi) That the assessment of the possible impacts of COVID-19 to inform a technical briefing note for decision makers be noted; and
  - (xii) It be noted that the GM local Authorities intend to consult on GM's proposed MLS, alongside the Clean Air Plan consultation and agree the position for consultation, on when taxi/PHV fleets should be Zero Emission Capable.

## **5. ADULT SERVICES FINANCIAL SUPPORT RESPONSE TO THE PROVIDER MARKET DURING THE COVID-19 PANDEMIC – UPDATE JUNE 20**

A report was submitted by the Executive Member, Adult Social Care and Health / Clinical Leads (Living Well), (Finance and Governance), (Ageing Well) / Director of Adult's Services, which updated Board Members on the Adult Services financial support response to the provider market during the pandemic which was agreed at Covid Board 8 April 2020.

It was explained that the original report outlined the response to Procurement Policy Note 02/20 (PPN 02/20): Supplier relief due to Covid-19, in relation to providers of care in Tameside. The PPN 02/20 note set out that contracting authorities should support providers at risk so they were better able to cope with the current crisis. The Policy Note was due to be updated on 30 June 2020; and any update would be reflected in future decisions.

It was reported that, with the increasing pressure on commissioned services, there was reliance on provider stability during the pandemic. It was important that there was continued support to communities by ensuring, as far as possible, there was a resilient economy both in terms of the providers who delivered services and the people they employed. There was also a need to ensure that there was a market solidly in place delivering quality services beyond the pandemic.

Providers had continued to support the most vulnerable people during this period. Where they had not been able to respond in their usual way, different and creative ways of delivery of services had been undertaken. It was essential that there was continued support to providers of social care support through these unprecedented times, and that providers were in a strong position to take new referrals on quickly to move people out of hospital care or avoid admissions to hospital.

The measures proposed were devised to support providers financially through improved cash flow and incentivise taking on new referrals in recognition of the two hour discharge guidance. Increased level of vacancies had become apparent during the pandemic, which placed financial pressure on the providers putting their short and longer term viability at risk. The financial support that had been put in place supported market management by ensuring home owners that were at risk of going out of business were in a position to resume normal contract delivery once the outbreak was over.

The Council required a sustainable Care Homes market as it progressed through the pandemic and beyond. These terms were agreed until 15 July 2020, it was proposed that agreement for a further month, to 15 August 2020 be approved and reviewed thereafter on a monthly basis.

The report sought authorisation for the Director of Adult Services in consultation with the Director of Finance, subject to review as outlined, approve the extensions going forward.

#### **AGREED**

**It be recommended to the Strategic Commissioning Board:**

**That the previous decision regarding financial support as set out in the report be extended for one month to 15 August 2020 and is then subject to further review. Should there be a requirement for any further extensions these will be set out and agreed through the monthly finance report considered by SCB going forward.**

#### **6. ALLOCATION OF THE ADULT SOCIAL CARE INFECTION CONTROL FUND RING-FENCED GRANT 2020**

Consideration was given to a report of the Executive Member, Adult Social Care and Health / Clinical Lead(Ageing Well) / Director of Adult's Services describing the conditions of the Adult Social Care Infection Control Fund Grant and how the Council was expected to allocate, distribute and report on the Grant across the CQC registered care homes in the borough.

It was explained that in May 2020 the Prime Minister announced that £600 million was to be made available to local authorities to provide financial support to social care providers, primarily care homes, to support infection control measures across the sector to reduce the rate of COVID-19 transmission.

Annex B of the Department of Health and Social Care Adult Social Care Infection Control Fund Ring-Fenced Grant 2020 Local Authority Circular published on 22 May 2020 reported that the allocation given to Tameside Council was £2,130,691. The value was calculated based on the number of CQC registered care homes in the borough. Details of the allocation per home were available in Appendix 1 to the report.

Details of the conditions attached to allocation of the first and second payments of the grant were provided including the reporting process that was in place to demonstrate the appropriate application of the grant by the Council and the care home providers.

Members were informed that all care homes in the borough were owned and managed by independent sector providers. The Council and CCG had entered into a Pre-Placement agreement with all local care homes. The Council spot purchased beds across the sector in line with the Care Act 2004 and The Care and Support and After-care (Choice of Accommodation) Regulations 2014. There were no block contracts in place with any of the local care homes.

In order to ensure market stability and to sustain the local market during the current COVID19 crisis authority had been given to guarantee payment of 90% of available beds in care homes and a 20% enhanced payment on the remaining 10% of beds when they were commissioned. As a result of the high number of deaths in care homes it had been appropriate and necessary to make guaranteed payments to the care home sector to protect the current capacity in the market going forward. The continuation of this payment beyond 30 June 2020 would be considered separately.

#### **AGREED**

**That it be recommended to the Strategic Commissioning Board:**

**(i) That the distribution of 75% (£1,598,018) of the grant funding be agreed, subject to the specified Conditions; and**

- (ii) That delegated authority be given to the Director of Adult Services, in discussion with the Director of Commissioning (Strategic Commission) and the Director of Operations at Tameside & Glossop Integrated Care NHS Foundation Trust (ICFT), to distribute the remaining 25% (£532,673) of the grant funding in an appropriate manner.**

**CHAIR**