

# NOTICE

## HERTFORDSHIRE COUNTY COUNCIL

### **The Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 (the '2012 Regulations')**

This is formal notice pursuant to Regulation 11 of the 2012 Regulations that a decision on the following matter will be made by the Chief Executive:-

The proposed decision is for the deployment of £7.880m of funds, (made up of one-off government grant, covid reserves and contributions from local health bodies), to a Retention Scheme which will provide bonuses and retention payments for care workers in Herts during the winter period of 2021/22.

#### Reasons

The purposes of the scheme and the payments made under it is to provide a financial incentive to existing care workers to remain in their roles or to attract new care workers to take up employment within Hertfordshire to avert a situation where due to staff shortages care providers are unable to accommodate/support all those in need of care.

Adult Social Care faces heightened risks around its duties to ensure care and support services for adults in Hertfordshire over the winter of 2021/22. The Service is under sustained demand pressure. Maintaining a safe and effective service response is critical.

A key element of the picture is the pressure on the social care workforce. Skills 4 Care's October 2021 Care Workforce Data for Hertfordshire indicates overall turnover in the care sector workforce of 27.9%. Overall vacancies for the sector in Hertfordshire were reported at 8.8%. These figures will not yet reflect the impact on care homes of the move to mandate vaccination for workers which comes into effect in November 2021.

The Council is expecting challenging conditions as demand pressures take effect and these will continue over the winter period. Short term funding was announced on 3 November 2021 and in order to use this to maximum effect in support of current pressures a prompt decision is required. ACS needs to be in a position to take all necessary action to fulfil its duties during this period and reassure providers, service users, and partners in the NHS of its capacity to do so. Early communication to the workforce of this retention bonus is critical in supporting as many people as possible to stay in role during the forthcoming winter.

As such, the decision on this matter must be taken by such a date that it is impracticable to comply with Regulation 10 of the 2012 Regulations.

In accordance with the Regulations and the County Council's Constitution, the consent of the Chairman of the Council's Overview and Scrutiny Committee has been obtained and the relevant Opposition Spokesmen have been consulted on the matter about which the decision is to be made.

QUENTIN BAKER  
DIRECTOR OF LAW & GOVERNANCE  
12 NOVEMBER 2021