



## **URGENT DECISION BY THE CHIEF EXECUTIVE UNDER ANNEX 3 PARAGRAPH 3.2(a)**

### **Consultation and Decision**

**Subject: Bonus Retention Payments Scheme for Care Practitioners working in Hertfordshire during the winter of 2021/22**

Owen Mapley  
Tel: 01992 555200

Portfolio Holder Stella Nash, Adult Care Health & Wellbeing

#### **1. Proposed Decision**

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.

#### **2. Reasons for the decision**

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.

#### **3. Reason(s) the decision could not wait until the next meeting of Cabinet**

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.

DECISION RECORD

4. **Consultation with Leader and relevant Executive Member**

Comments of Leader

I agree with the proposed decision set out above

Signed .....

Richard Roberts, Leader of the Council

Comments of the Executive Member

I agree with the proposed decision set out above

Signed .....

Stella Nash, Executive Member Adult Care Health and Wellbeing

**Decision**

5. I am satisfied that this matter is urgent and following consultation with and the concurrence of the Leader of the Council and the Executive Member [ ] I hereby make the following decision:

Signed:

Owen Mapley, Chief Executive

Date: 12/11/2021

6. Copies of this record to:

- hard & electronic copy (for public inspection both at County Hall and on Hertfordshire County Council's Website) Deborah Jeffery, Assistant Democratic Services Manager - Room 213 County Hall.