

Adult Social Care Provider Webinar

Friday 4th February 2022

Welcome and Introductions

Ian Crabtree

Welcome and introductions

Purpose of webinar: key messages and updates, both national and local

Reminders:

- Webinars are delivered every three weeks, Fridays, 1-2/2.30 p.m. Potentially schedule in weekly, dependent on developments and the need to quickly share key messages.
- Provider portal: <https://www.lancashire.gov.uk/practitioners/health-and-social-care/care-service-provider-engagement/coronavirus-covid-19-information-for-care-providers/>

Today's Agenda

1-2.30pm

- National Update (Ian Crabtree)
- Finance Update (Ian Crabtree)
- ISF Fund (Jon Blackburn and Chris Watson)
- Managing COVID Guidance T&F group (Cate Short)
- Update on Vaccination & MCA (Cate Short)
- New DOLS referral process for Care Homes (Cate Short)
- Vaccination Update (Nichola Morris)
- IPC Update (Sarah Whelan)
- Supporting Recruitment into Adult Social Care (Frances Starkie, John House and Michael Lloyd)
- AOB (Kieran Curran)

National Update

Ian Crabtree

Easing of Restrictions

Plan B measures were removed on 27th January following millions getting the booster, which gives strong protection against Omicron. The few restrictions that have remained in place are as follows:

- people who develop Covid symptoms or test positive must self-isolate for 10 days (or five full days following two negative lateral flow test results)
- venues can choose to ask people to show an NHS Covid Pass
- face coverings are still required in health and care settings, including hospitals, GP surgeries and pharmacies
- some shops have asked customers to keep wearing face coverings and they are required on public transport in London
- in some circumstances, local authorities can recommend face coverings in the communal areas of schools
- guidance to work from home has ended and care homes no longer have any limit on visitor numbers.

Easing of Restrictions

- Restrictions in place to prevent the spread of Omicron in adult social care will be eased:
 - Unlimited visiting for care home residents to return
 - Reduced isolation following a COVID-19 infection for those receiving care
 - Changes will ensure those providing and receiving care are kept safe while increasing freedoms for residents

Mandatory Vaccination in Health and Wider Social Care

- As you will be aware, in December 2021, Parliament approved legislation requiring vaccination as a condition of deployment in health and wider social care. This was due to come into force from 1 April 2022.
- On 31 January, the Secretary of State for Health and Social Care announced the Government's intention to revoke the regulations making vaccination a condition of deployment (VCOD) in all health and social care settings (care homes and wider social care), subject to consultation and the will of Parliament.
- This decision was taken in the light of the latest scientific evidence, based on the now dominant variant Omicron.
- Irrespective of this decision, we are clear that vaccination is the best way to protect ourselves against COVID-19.

Mandatory Vaccination in Health and Wider Social Care

- In light of the announcement, we want to clarify how the 3 February deadline (for the first dose for those currently working in CQC-regulated wider social care settings) would be impacted by the Government's intention to revoke the regulations.
- We are aware that, based on the guidance already issued, those who employ or engage staff working in wider social care settings will have begun to prepare for formal meetings with staff if they remain unvaccinated.
- The announcement on 31 January means our clear advice is that these employers **do not** serve notice of termination to employees in connection with the VCOD regulations.

Mandatory Vaccination in Health and Wider Social Care

- The incredible efforts of the sector to encourage tens of thousands of staff to receive their COVID-19 vaccination over the past year should be acknowledged. These efforts have been very much appreciated.
- As the Secretary of State said on Monday, the consultation process will progress as legally required and the sector will continue to be updated as this moves forward.

Visiting Arrangements in Care Homes

- Guidance on care home visiting has been updated to reflect the following:
 - there is now no limit on visitor numbers
 - following a normal visit out, residents do not need to test or self-isolate
 - following an emergency hospital stay or other high-risk visit out, residents should self-isolate for 10 days, with testing arrangements to end isolation sooner.
- Full guidance available here - [Guidance on care home visiting](#)

Social Care Day of Remembrance

- The past two years year have been challenging for the social care workforce who have continued to work tirelessly and make huge sacrifice in face of the pandemic.
- 21 partners across the adult social care sector have come together to create a [Social Care Day of Remembrance](#) to honour the work of the adult social care workforce during the pandemic and those who sadly lost their lives to COVID-19 It is also intended to offer people time to reflect on the vital work the social care sector has done to keep people safe and well
- Scheduled for March and supported by the Department of Health and Social Care
- The Day of Remembrance will include a web based [Memorial](#) and [Thank You Walls](#) giving people a space to remember and recognise their colleagues, family members and friends
- We are also planning local events in Lancashire and welcome your suggestions on how we can commemorate the Day in our own way

Finance Update

Ian Crabtree

Finance Update

Infection Control, Testing and Vaccinations

- Tranche 1 payments made. Tranche 2 will be paid as soon as we receive funding from the DHSC.
- Reporting is due 14 February AT THE ABSOLUTE LATEST.
 - Reporting covers the period up to 31st January – you should aim to submit your report as soon as possible AFTER 31 January.

Omicron Grant

- All payments have been processed.
- Payable to providers who have already accepted the Infection Control Element of the ICF & Testing Grant.
- Allocations based on tracker data – all employed staff numbers based on a download taken on 19 Jan 2022.
- ALL money has been utilised and there is no grant left.
- Reporting will be required via our e-form system. Exact requirements will be communicated when we know exact details. DHSC is yet to publish actual requirements.

Finance Update

Workforce 1 Grant

- Tranche 1 payments made. Tranche 2 will be paid as soon as we receive funding from the DHSC.
- No immediate reporting requirements.
- eForm has been set up and link shared with providers.
- Final reporting is due 22nd April 2022 (a while yet!)

Finance Update

Workforce 2 Grant

- Applied via uplifted fees.
- Community providers rates have been increased as fee levels do not impact on service user charges.
- Residential providers will receive their uplift as a separate payment – we have had to take this approach due to the interaction with service user charges in order to prevent SU fees being uplifted.
- Providers have asked about how to use it – apologies if we haven't been clear enough.
 - It MUST go towards recruitment and retention initiatives e.g. increased pay
 - We do not expect providers to commit to unsustainable wage rates. Utilise it to increase pay rates as much as possible (bearing in mind £9.50 NLW in April) with anything else going towards other staff retention / capacity initiatives as per grant guidance.
 - Not to be used to pay for general business costs.
- Reporting will be required via our e-form system. Exact requirements will be communicated when we know exact details. DHSC is yet to publish actual requirements.

Individual Service Funds

Jon Blackburn – LCC Commissioning Manager
Chris Watson – Self Directed Futures

Overview

- March 2020 – Cabinet item regarding the Future of Individual Service Funds in Lancashire
- Included Draft Individual Service Fund Policy – need for formal consultation
- In place since 2009 (infancy of ISF's), ISF agreements currently account for £45m annual spend with 50 care providers and over 900 people receiving services
- Policy offers an opportunity to review practice regarding ISF's both for the Council and for provider and improve our offer.

ISF Project Plan – 3 Phases

- Phase 1 – ‘Awareness’ for all stakeholders, LCC staff, service users, carers, families, care providers – at various forums
- Phase 2 – ‘Formal Consultation’ on the draft ISF policy for all stakeholders, involving Business Information Team March – May 2022 and Cabinet Item in June 2022
- Phase 3 – ‘Implementation’ Dependent on the outcome of the consultation e.g revisions to the policy – as it is, the policy has implications for changes in systems and processes for both the Council and for providers

Provider Role with ISF's

- Is absolutely critical to achieving the aims and objectives of an ISF
- Accountable for managing that person's budget
- Promoting creative thinking to develop the right solutions for that person – move away from standardised services – can involve a brokerage role
- Have significant authority to agree changes with the person in the way you support them to achieve their outcomes
- Responsible for working with the person to use their budget to maximise the outcomes they can achieve

What Next

- Smaller briefings / workshops over the next few weeks prior to formal consultation
- Opportunity to be more interactive, have discussion, ask questions
- Looking at around 5 workshops via 'Zoom'



Individual Service Funds (ISF's)





What we do

Self-Directed Futures provides practical assistance, training and consultancy to a whole range of organisations including: support providers, voluntary and community sector organisations; clinical commissioning groups; local authorities and others who aspire to make radical change for the benefit of citizens.

The collective knowledge, skills and experience of our associates means that we are able to provide practical advice and support on a whole range of issues including:

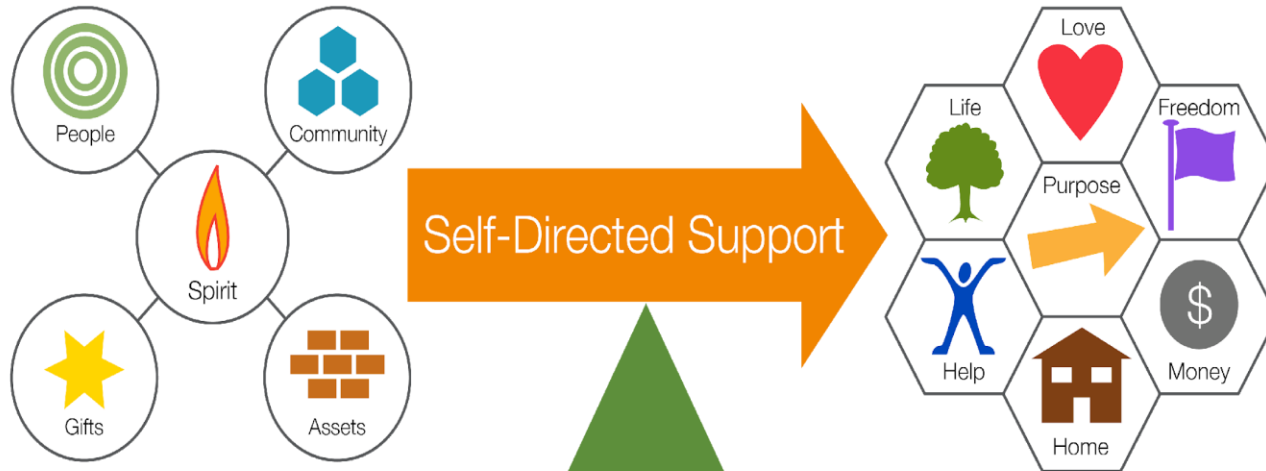
- Co-production & developing your vision
- Commissioning for personalisation
- Training around all elements of Self Directed Support
- Market engagement and market shaping to support SDS
- Coaching & mentoring
- Impact Evaluations

**SELF
DIRECTED
FUTURES**

Our social mission...

Enhancing Real Wealth

Achieving Citizenship



Community Support



Family Life



Association



Social Enterprise



Business



Public Services



Law



Just so you know a bit about me...

- Worked for many years as a Support worker in LBHU's, residential care, community outreach and supported living
- Managed Supported Living services
- Programme managed – the closure of all of Dorset's LBHU's and resettling 150+ people with learning disabilities and autism
- Worked as Joint Commissioner and 'Transforming Care' lead for Dorset and chair of the Autism Partnership board
- Now run Self-Directed Futures – we work with people and families, LA's, CCG's, providers and other consulting organisations across the England.
- Associate Consultant with the Institute of Public Care and PeopleToo





What is an Individual Service Fund?

“

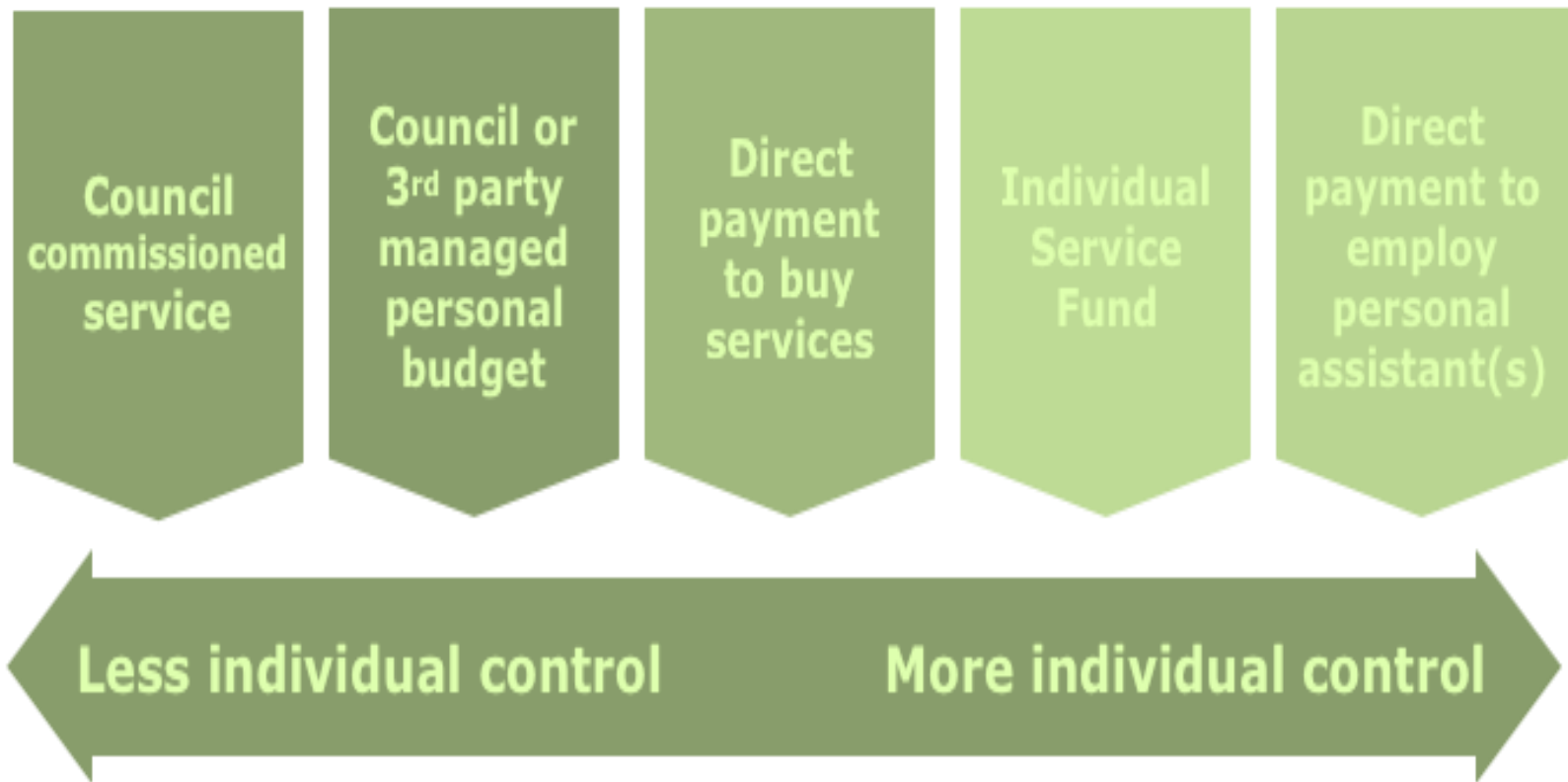
For individuals, having an Individual Service Fund is not all about direct support hours – it’s about having control of your total budget and using it flexibly to meet the needs that you have identified as being important to you.

Director – New Key

”



The solution - personal budgets, a continuum of choice and control





Examples of ISFs in practice

Bev

- Spent time in MH hospital setting
- High anxiety on discharge particularly at night
- Needed a 'sleep in' but not every night
- ISF used to provide 'sleep in' as required by Bev depending on her mood
- £10,000+ unused sleep-in funds sent back to LA at end of financial year



Examples of ISFs in practice

Luke

- Mild LD
- Difficult childhood resulting in anxiety and low self confidence
- ISF for therapeutic 'Horse Course' to build confidence – now lives independently
- ISF used to arrange day services around his schedule
- Unused ISF funds returned to LA each year



Examples of ISFs in practice

Trudy

- 20 years at day services
- Fed up there!
- Pooled ISF with best mate, bought shed, tools and rented an allotment
- ISF pays for staff to be with them at allotment
- ISF budget now lower than before – Trudy much happier!



Examples of ISFs in practice

Ann

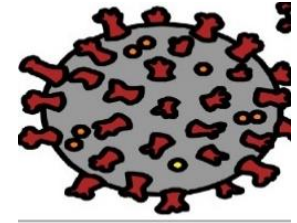
- Autism and Mild LD
- Stuck in ATU for many years
- Built a costed support plan via ISF
- Provider recruited PA's for her paid at £27k (including her sister)
- All training for team included in budget
- Profit percentage agreed and fixed
- ISF budget less than commissioned service



How ISFs help?

- The benefits of Direct Payments but without the admin burden
- Creative support design can reduce spending
- Support providers can make adjustments to day to day support without having to go back to social workers
- Current contracts are mainly inflexible (providers cant even return unused money)
- Rigid commissioned hours don't work for people who want to organise their own lives





Managing COVID -19 Guidance Task & Finish Group

Multiagency group informing local guidance

**Feedback from
meetings held
Dec 2021 & Jan 2022**



Main issues & outcomes



Government COVID Guidance

• Guidance on Care Home Visiting, Supported Living and People Clinically Extremely Vulnerable. Some of the guidance about testing and self-isolation for staff working in care settings is confusing. **LLC IPC clarified routine testing guidance - Section 4.3** [COVID-19: management of staff and exposed patients or residents in health and social care settings - GOV.UK \(www.gov.uk\)](#)



Local COVID guidance

• Guidance on accompanying people admitted to hospital & restrictions on visiting is inconsistent between hospitals and wards **Awaiting invitation to working group. Another poor example sent to the Hospital Cell . Please continue to send examples (both good and poor practice) to** cate.short@lancashire.gov.uk



Recruitment

• Feedback from LCC consultation meetings with providers. **Mike Alsop, LCC Senior Commissioning Manager - used feedback to generate conversation on a way forward but initial focus has been on the fees.**



Main issues & outcomes



COVID Vaccination

- Some individuals unable to access vaccination. **Vaccination Group resolved these issues**



Mental Capacity Act 2005

Lasting Power of Attorneys (LPAs) refusing the vaccine on behalf of the person. **Suggested approach provided a way forward**

- Coroner's response to question about death of unvaccinated people in care settings. 'If a resident lacks capacity to decide whether to take the vaccination or not, and the MCA process of assessing capacity and carrying out a thorough best interests process, (taking the matter to the Court of Protection where necessary) has not been adequately followed, would this be a case for a Coroner's Inquest? **Response received: if a care home resident "has not yet been vaccinated due to some irregularity in obtaining a vaccine which no one in the care home or the GP surgery had picked up, it is likely to be an inquest as the person should be treated in accordance with what is in their "best interests.....an inquest with evidence taken as to whether or not the vaccine would have prevented the death**

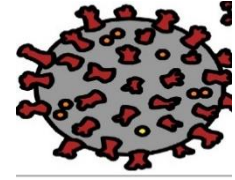


Mental Capacity Act 2005



COVID Guidance from other Organisations

- **MENCAP** [Keeping safe from coronavirus in care homes and supported living.pdf \(mencap.org.uk\)](#)
- **MENCAP** [Coronavirus: Help to stay safe and well](#)
- **Care Provider Alliance** [Guidance and briefings - Care Provider Alliance](#)
- **Care Provider Alliance** [Coronavirus \(COVID-19\) - Care Provider Alliance](#)
- **Books Beyond Words** [Coping with coronavirus — Beyond Words \(booksbeyondwords.co.uk\)](#)
- **The Challenging Behaviour Foundation** [COVID-19 Resources.](#)



Managing COVID -19 Guidance Task & Finish Group

- Thank you to members of the group for your contributions and committment



Next meeting

Weds 9th February 10.00 - 11.00 am

- Contact cate.short@lancashire.gov.uk for joining instructions & to submit agenda items

**Key Messages for Care
Providers:
Update on COVID-19
vaccination & mental capacity**

**Cate Short, Court of Protection
Coordinator, LCC**

Key Messages for Care Providers: COVID-19 vaccination & mental capacity

- Please refer to previous Provider Webinars: *Key messages for providers* (Cate Short) [17th September](#) and *Vaccination/ Booster Delivery in Regulated Care* (Kristy Atkinson) [19th November 2021](#)
- If you think anyone in your care lacks capacity & has not been vaccinated, please refer to the GP. DO NOT leave in abeyance.
- Please contact your CCG safeguarding area leads to escalate any cases of concern in respect of covid vaccination e.g. (but not exclusively)
 - **A dispute around Best Interests** and consent with a family member or LPA (which the vaccination team has not addressed)
 - **A conflict between agencies** about Best Interests and consent
 - **An unreasonable time delay** after linking with your vaccination team to secure a vaccine session (after all necessary information has been shared)
- Please See next slide for CCG contact details

CCG	Designated lead / Deputy lead
NHS Blackpool CCG NHS Fylde and Wyre CCG	Alison Taylor Interim head of Safeguarding/Designated Nurse – FWCCG Fiona O’Donoghue Designated Nurse Safeguarding Adults – FWCCG/BCCG FWCCG.Safeguarding@nhs.net
NHS Chorley & South Ribble CCG NHS Greater Preston CCG NHS West Lancashire CCG	Lorraine Elliott Designated Lead Nurse for Safeguarding Adults and MCA Kristy Atkinson Deputy Designated Professional for Safeguarding Adults and MCA csrccg.safeguarding@nhs.net
NHS East Lancashire and Blackburn with Darwen CCG	Peter Chapman Designated Lead Nurse for Safeguarding Adults and MCA Robert Nicholson- Kershaw Deputy Designated Professional for Safeguarding Adults and MCA penninelancs.safeguardingteam@nhs.net
NHS Morecambe Bay CCG	Kelly Short Designated Nurse Adult Safeguarding & MCA/DoLS mbccg.qst@nhs.net



Deprivation of Liberty Safeguards (DOLS) in preparation for Liberty Protection Safeguards (LPS)

- Cate Short Court of Protection Lead.
 - Nick Clifton Deprivation of Liberty Safeguards Lead
- Marie Delaney Liberty Protection Safeguard Lead
 - January 2022

What are the Liberty Protection Safeguards

- New piece of legislation as an amendment to the Mental Capacity Act (MCA) 2005.
- Replaces DOLS
- MCA principals remains paramount and require embedding into everyday practice.
- LPS is wider in scope than DOLS.
- It extends beyond care homes and hospitals.
- LPS assessments may be required in day care, shared lives, residential schools, supported tenancies and in a person's own home (and a host of other places).
- LPS affects all workers in and associated with Local Authority, CCG and Acute Services.
- LPS will be everyone's business and is to be embedded into all our practices.
- The Local Authority has been the sole responsible body for DOLS since 2014
- Hospital Trusts and CCG's will become responsible bodies under LPS and they will undertake LPS assessments for those funded by CHC and those in acute hospitals.
- Independent hospitals and most hospices will remain the responsibility of the Local Authority.
- LPS will apply to those aged 16 plus (DOLS started at aged 18 plus).
- LPS impacts upon Children's Services.

Lancashire Liberty Protection Safeguards the Journey so far

LCC embarked on an overhaul of the Deprivation of Liberty Safeguards (DOLS) processes to be ready to implement the pending Liberty Protection Safeguards (LPS). Due to the global pandemic aspects of this were put on hold, but here are some of the things we are doing:

- We are training more BIA's.
- We are working with a partner agency to undertake more DOLS assessments.
- We are estimating the potential numbers of LPS cases.
- We are working with advocacy partners.
- We are working with colleagues in Health.
- We are improving our digital processes.

Here are some of the things that we are preparing for:

- BIA's will convert to Approved Mental Capacity Professionals (AMCP).
- LCC will not have a dedicated LPS team as it does currently. AMCP's will be embedded within the community teams

What does this mean for you now

As part of the LPS transition, we are moving to an on-line referral form for care homes:

- DOLS Form 1, Request for a Standard and Urgent Authorisation.
- DOLS Form 2, Renewal of a DOLS Authorisation.
- DOLS Form 10, Review of a DOLS Authorisation.
- Extension to an Urgent Authorisation.

These are the same forms that you already use, but with a few extra questions in Form 1 which will give us the information that we need, so you should receive less phone calls asking for additional information.

The online referral form will allow:

- Pre-population of your Lancashire care home address when you search by postcode.
- Uploading attachments to share with us.
- Saving the form at any point and returning to complete within 15 days.
- Downloading a copy of your referral to print or save.

The E-referral Forms

- The on-line process is to be trialed by several care homes, small, medium and a larger providers along with one of our own care homes.
- We have produced example copies of all forms for you to use as a guide.
- We plan to send these out with an e-mail reminder of the webpage and were to access the e-referral.
- There is a brief questionnaire at the end of the form, for you to tell us what you think of the on-line process (optional).
- The aim being that an on-line service is to be as digitally efficient as possible, to support with streamlining our processes, help with screening and ultimately get us ready for LPS

What is new

The on-line form is easy to complete, and reactive to the answers that you provide. For example, if you tell us that the person does not normally live at a different address, there will not be a box to provide this information. The form will simply show you the next question.

A tick-box question has been added to ask if the person is an ordinary resident of Lancashire. This is a question that we may have had to call you to ask. The form provides an example of what we mean by ordinary residence, and a link for you to check the person's address if you are unsure.

Other changes include:

- Additional options to tick about how the care is funded. These are often answers that we are given if we have to call you to check ordinary residency.
- Some questions are optional, and some require an answer. If a question is mandatory you will not be able to progress unless you have given the information that we need.
- We have removed questions on the person's religion and sexual orientation.
- You will only have to upload a copy of your signature if you are granting an Urgent Authorisation.
- If we have already asked you a question, for example about an Advance Decision, you will not be asked this again.

When does it start

- The on-line referral form will be available from 1st March 2022.
- We will review your feedback throughout March.
- The old way of making a referral will stop from 1st April.

Let's work together!

- Please give us your feedback.
- We will contact the small number of care homes who currently send in a referrals by fax individually to offer support.
- We will email you in the next few weeks with the link to our webpage.
- We will re-run this session at the provider Forum on 4th March 2022.



Useful Links DOLS webpage Contact numbers

Thank you for your time today.

You can [find more information and resources on GOV.UK](#)

For updates on LPS: [Liberty Protection Safeguards resources and services – SCIE](#)

Form updates on MCA [SCIE resources and services – SCIE](#)

LCC: <https://www.lancashire.gov.uk/health-and-social-care/adult-social-care/deprivation-of-liberty-safeguards/>

Vaccination Updates

Nichola Morris

National Update

- Due to the success of the booster programme, with over 30.5 million boosters given in England, the situation continues to improve
- The latest data from the UK Health Security Agency (UKHSA) shows that getting a booster is 89% effective in preventing hospitalisation from COVID-19 after 2 weeks and is 65 to 75% effective against symptomatic infection from Omicron
- Vaccinations remain our best defence against COVID-19 and in December the Prime Minister launched a national appeal to Get Boosted Now. The government met its target of offering every suitable adult a booster jab by Christmas and now more than 4 in 5 (81%) of suitable adults in England have had their booster
- Over 90% of people aged 12 and above have had their first dose and over 83% have had their second

Local Update

- Another big thank you for the fantastic effort for the vaccination rates across Lancashire, the current rate for resident boosters is at 86%
- Please continue to encourage staff to get their booster jabs - two doses provides some immunity but not as much as having the third booster
- You can use this link [here](#) to book your booster appointment or find a walk-in vaccination site
- You can also call 119 to book an appointment

Adult Social Care Vaccinations Communications Toolkit

NHS northwest has created this toolkit of video and printable resources to support care homes to have conversations with staff about the benefits of the vaccine and why it's important for staff in care homes to have their booster dose to get full protection against the virus.

The toolkit can be used to:

- Support conversations with care home staff about the COVID-19 vaccine.
- Share the content with care home staff within any communications e.g. 1-2-1 meetings, emails, staff newsletters, notice boards.
- Should staff members choose to get their booster, help them by making sure they know where they can get the vaccine.

All resources will be made available on the provider portal.

IPC Updates

Sarah Whelan

New guidance 04/02/2022

- New guidance has been published today: [COVID-19 care home testing guidance for regular and outbreak testing of staff and residents - GOV.UK \(www.gov.uk\)](#)
- [Testing service for extra care and supported living settings - GOV.UK \(www.gov.uk\)](#)

New testing regime for staff

- No longer required to have routine weekly PCR test
- LFD tests to be taken prior to each shift
- Staff with symptoms should not be tested in the care home
 - Staff with symptoms should instead be referred for PCR testing at a regional or local test centre or in their own home and should stay at home.

Resident isolation periods

- Resident isolation periods have been reduced to 10 days.
- COVID-19 positive residents can end their isolation early if they have a negative LFD on day 5 and day 6 and do not have a temperature
 - Tests must be at least 24 hours apart
 - They can come out of isolation after the second negative test on day 6
 - Please deep clean their bedroom
 - If either test is positive, continue to isolate and wait 24 hours before testing again
 - They must continue to daily LFD test for the remainder of what would have been their isolation period (10 days) and if they get a positive LFD test result, in that time frame, they must re-isolate and re-test with an LFD test 24 hours later

Masks

- Social care workers are to continue to wear fluid-repellent (Type IIR) surgical masks
- These masks should be changed after 4 hours of use, or before, if they become contaminated or if you have been within 2m of a COVID-19 positive resident/service user
- FFP3 masks are to be worn when within 2m of an airborne (AGP's) COVID-19 resident/service user. These masks need to be fit tested

Testing within 90 day period

- Asymptomatic staff and residents (who do not have severe immunosuppression), who have previously tested positive for COVID-19 by LFD or PCR test should be exempt from routine testing by PCR test within 90 days from their initial illness onset or test date
- This exemption includes patients (without severe immunosuppression) who require routine testing within 48 hours prior to discharge to a care home.
- This does not apply if they:
 - develop new COVID-19 symptoms
 - are required to take a PCR test upon entry into the UK

Routine testing during 90 days period

- If a staff member has returned to work after testing positive for COVID-19, they should resume routine LFD testing, even if this is within 90 days of the positive COVID-19 test result
- If staff or residents are tested with an LFD test within 90 days of a prior positive LFD or PCR test and the result is positive, they should start a new period of self-isolation unless a clinical or risk assessment suggests that a re-infection is unlikely
- This risk assessment should inform subsequent action including whether isolation is required

Admissions from hospital during outbreak

- The IPC team are able to support risk assessments for admissions from hospital in exceptional circumstances
- Please email the IPC team if there are pending admissions from hospital whilst in outbreak: infectionprevention@lancashire.co.uk
- The team will email you a risk assessment form, which needs to be fully completed, per resident
- The team will then review your risk assessment and give a decision
- Even in exceptional circumstances, it is recommended that no more than 2 admissions a day should occur

Supporting Recruitment into Adult Social Care

Joint working with Lancashire County Council and the
Department of Work and Pensions

Introductions & Purpose

Fran Starkie Partnership Manager frances.Starkie@dwp.gov.uk

John House Employer Leader john.house@dwp.gov.uk

Michael Lloyd Michael.lloyd1@dwp.gov.uk

- ❑ **How can DWP support your recruitment** – overview of services and initiatives – our offer
- ❑ **Our Customer base** – an understanding of the available workforce and how you can support your recruitment
- ❑ **Local Approach** - Our local approach to improving interest in care as a career
- ❑ **Myth Busting** – Overview of Universal Credit and the impact on earnings

How can DWP support your recruitment – overview of services and initiatives – the DWP employer offer

□ Sector-based Work Academy Programme (SWAP)

The Sector-based Work Academy Programme (SWAP) is delivered by the Department for Work and Pensions (DWP) for claimants on out of work benefits.

The programme lasts for up to 6 weeks and allows claimants to get the skills needed to move in to the workplace through training and a work experience placement linked to a genuine job vacancy.

DWP work alongside employers and training providers to create a programme that is suitable for and will be positive for claimants.

The SWAP is made up of 3 parts:

- Pre-Employment Training
- Work Experience Placement
- a Guaranteed Job Interview (GJI) including an apprenticeship with an employer in the sector

Benefits of a SWAP for employers

- A tailored programme to meet recruitment needs
- The opportunity to take on staff with the necessary training given during the Pre employment training
- The Pre Employment Training is designed to meet the needs of the employer and what they are looking for in a possible employee.
- The WEP allows employees to work out whether the participant fits in with the role and the company
- Not needing to fund expenses such as travel and childcare

How can DWP support your recruitment – overview of services and initiatives – the DWP employer offer

□ Work Trials

A Work Trial supports recruitment to an advertised vacancy. It allows both an employer and a benefit recipient to overcome any suitability doubts.

A Work Trial relates to a specific vacancy that an employer is actively trying to fill and is offered to a candidate on a strictly non competitive basis.

This means that for the duration of the trial, the person taking part is the only person under consideration for the vacancy in question, for example, the job is theirs if both they and the employer are satisfied following the trial period.



What about DBS ?

[Find the information on relaxed DBS](#)

How can DWP support your recruitment – overview of services and initiatives – the DWP employer offer

❑ Disability Confident

Disability Confident is about encouraging long-term behavioural change and making the business case for employing disabled people and ensuring that they have the opportunities to fulfil their potential.

It also says to a candidate that you as the employer are considerate and sympathetic. They are more likely to apply.

❑ Flexible Support Fund

We can support our customers to start work by providing financial support for any barriers, e.g. childcare costs, Travel costs

Our Customer Base – an understanding of the available workforce and how you can support your recruitment

- Values based recruitment
- Older Workers – lifeskills and empathy
- Lone Parents

- Being as flexible as you can will provide a happy and retained workforce

Local Approach - Our local approach to improving interest in care as a career

- Some local SWAP information & case studies

Myth Busting – Overview of Universal Credit and the impact on earnings



Universal Credit helps to ensure people are off in work than on benefits by:

- ▶ Removing the limit to the number of hours someone can work each week.
- ▶ Reducing a claimant's Universal Credit payment **gradually** as their earnings increase, so they won't lose all their benefits at once if they're on a low income.
- ▶ The Universal Credit **taper** means that financial support is withdrawn at a **consistent and predictable rate**, meaning claimants can **clearly understand** the advantages of work

Universal Credit Full Service.
Child care costs.

- **Universal Credit will help households meet the costs of childcare they pay out so they can work.**
- **This will help ensure that all households who can work do work.**
- **The childcare policy means people with average childcare costs should be able to work full time.**
- **Parents will understand how childcare support is calculated and they will understand how to report childcare costs.**

Help with childcare costs

Childcare costs element:

Working families on Universal Credit can claim up to 85% of actual paid out childcare costs, up to a monthly cap.



- ▶ If a claim is from a couple, both parties would normally need to be in work to receive help with childcare costs
- ▶ The Childcare Provider must be registered with Ofsted or the Care Quality Commission i.e. providers usually found on school premises, or Scottish / Welsh equivalents
- ▶ It is quick and easy to claim costs back, they will be added to the monthly Universal Credit payment.

Universal Credit Full Service Child care costs.

Families can claim back up to 85% of their eligible costs up to a maximum limit

£646.35 for one child

£1108.04 per month for 2 or more children

Any questions and useful resources

<https://www.gov.uk/government/publications/universal-credit-and-childcare/universal-credit-childcare-guide>

<https://www.gov.uk/government/publications/universal-credit-work-allowances/universal-credit-work-allowances>

https://www.cqc.org.uk/sites/default/files/documents/20140617_800089_v3_00_db_s_checks_guidance_for_dwp_work_placements.pdf

AOB

Kieran Curran

Overseas Recruitment Webinar

- On 24th December, the Government announced social care workers, care assistants and home care workers will become eligible for the Health and Care Visa
- Join officials from the Home Office's Engagement and Policy teams, the Department of Health and Social Care and representatives from Skills for Care and the social care sector for a webinar providing an overview of the points-based immigration system for the Social Care sector and what the recent announcement means for international recruitment

Wednesday 9 Feb 2 p.m. – 4 p.m.

Free *Dance by Example* Training

- Dance Syndrome will deliver its accredited training course to people with learning disabilities who want to gain a qualification and learn how to teach inclusive dance
- Dance Syndrome is a multi-award winning inclusive dance charity based in Lancashire with a special focus on including everyone, regardless of ability. They have secured funding to run free 'Dance by Example' courses in Lancashire
- They are looking for organisations who can identify around 8-10 people with learning disabilities who might be interested in taking the course
- Participants must:
 - Live in Lancashire
 - Be at least 16 years of age and not in full time education as the main aim of the project is to increase the employability of participants
 - Complete the course by the end of May
- The course takes around 40 hours to complete and will run over two weeks around Easter. Participants will gain a nationally recognised Dance Leadership qualification
- For more information contact julie@dancesyndrome.co.uk 07887 931510

Provider Forum Dates

Lancashire Care Provider Forum

3 March 2-4 p.m.

Joining details to follow

Next steps

- The next webinar will take place on 25th February at 1pm, we are now delivering the webinar every three weeks.
- We now have a permanent joining link for our webinars
- The recording from today will be shared on the portal – [link](#)
- Review and respond to any queries/questions, as appropriate

Thank you!