

# Government International Recruitment Fund for Adult Social Care

Date: 26 February 2024

Report of: Chief Officer, Resources and Strategy (Adults and Health Directorate)

Report to: Director of Adults and Health

Will the decision be open for call in?  Yes  No

Does the report contain confidential or exempt information?  Yes  No

## Brief summary

Leeds City Council is acting as the host local authority on behalf of the Yorkshire and Humber region for the coordination of the Government's International Recruitment fund for the Adult Social Care Sector.

Yorkshire and Humber have been granted £1.38M in 2023/24, and Leeds City council is holding funds on behalf of the region and will make dispersal payments to participating local authorities across the region.

As part of the regional delivery plan, agreed with the DHSC, most of the funding will be paid directly to Adult Social Care providers, to support up to 400 Bursary payments in the region.

This decision is exempt from call-in as it is an urgent decision. Any delay would mean that the council would not be able to fulfil its obligations to disperse funding in line with timescales set out in the delivery plan agreed with the DHSC. The deadline for distribution of funding is 31 March 2024. The amount of funding to be allocated to each local authority area was only finalised in February 2024 following a robust application and selection process with Adult Social Care providers across the region, hence why this report could not be cleared earlier.

## Recommendations

The Director of Adults and Health is recommended to note that:-

Leeds City Council to hold £1.38M on behalf of local authorities across the Yorkshire and Humber region in 2023/24 and make dispersal payments in line with the conditions of the agreed terms of the Government's International Recruitment Fund for the Adult Social Care Sector before 31 March 2024.

This decision is exempt from call in due to the urgency around processing all funding payments before the DHSC deadline of 31 March 2024. There are two stages to the payment process, and both need to be completed before this date, allowing the council to meet its hosting obligations under the agreement with the DHSC. The first stage is a payment from Leeds City Council to each participating local authority in the region. The second stage is a payment by each participating local authority to individual Adult Social Care providers in their area.

### **What is this report about?**

- 1 The Government issued a £15M national fund in 2023/24 to tackle the barriers of international recruitment in the Adult Social Care sector, including upholding ethical recruitment and employment practices.
- 2 The Yorkshire and Humber region received a £1.38M allocation.
- 3 Leeds City Council is acting as the lead local authority for the region on this project.
- 4 Leeds City Council has held the £1.38M since June 2023, when agreement and a regional delivery plan was agreed with the DHSC.
- 5 This report seeks approval for Leeds City Council to make dispersal payments to participating local authorities across the region.
- 6 The payments to each local authority will be used to support bursary payments to Adult Social Care Providers in each local authority area.
- 7 Up to 400 bursary payments are being made across the region, each to the value of £3K.
- 8 The bursary payments account for the vast majority of the 2023/24 funding, with remaining funding being used for project management and support, administrative costs and other elements of the delivery plan, such as training.

### **What impact will this proposal have?**

- 9 A copy of the delivery plan which was agreed with the DHSC is attached. This outlines project impact and outcomes.

### **How does this proposal impact the three pillars of the Best City Ambition?**

Health and Wellbeing

Inclusive Growth

Zero Carbon

- 10 Within Leeds and across the region, the aim of the Government fund is to promote collaborative arrangements around the international recruitment of care workers which reduce administrative complexity and burden, particularly for small and medium-sized enterprises (SMEs) providers.
- 11 The aim is to also help Adult Social Care providers make more effective use of international recruitment to help grow the adult social care workforce and ensure that ethical practice and sound employment practice is strengthened.
- 12 The criteria for the allocation of bursary funding are designed to encourage and ensure ethical practice guidelines are followed.

### **What consultation and engagement has taken place?**

Wards affected:

Have ward members been consulted?  Yes  No

- 13 A Yorkshire and Humber steering group is in place for the project. This includes representatives from Leeds as the lead local authority, North Yorkshire Council, Bradford Care Association and a regional ADASS representative.
- 14 Commissioning teams from local authorities across the region have been fully involved in the allocation of bursaries and selection of providers.
- 15 ADASS regional workforce development and commissioning groups have received regular updates.
- 16 Local Care Associations have been engaged in each local authority area.
- 17 Monthly updates have taken place with the DHSC, and quarterly reporting to the DHSC has been monitored.

### What are the resource implications?

- 18 Leeds City Council will hold the £1.38M fund on behalf of the region for 2023/24.
- 19 Leeds City Council will make 14 payments to other local authorities across the Yorkshire and Humber region.
- 20 The payments to be made, before 31 March 2024, are as follows:

	Fair Share	Bursaries allocated	% of Fair Share	Applications Reviewed	Payments Processed	Admin Fees	Bursaries Paid Total	Total bursaries / Providers benefiting LA
Barnsley	20	4	20%	15	1	£2,700	£12,000	<b>9 / 2</b>
Bradford	35	38	109%	25	8	£5,100	£102,000	<b>50 / 12</b>
Calderdale	13	13	100%	6	3	£2,200	£27,000	<b>22 / 6</b>
Doncaster	24	15	63%	8	4	£2,600	£45,000	<b>27 / 7</b>
East Riding	17	24	141%	27	8	£5,300	£87,000	<b>53 / 13</b>
Hull	27	15	56%	22	4	£4,000	£45,000	<b>27 / 9</b>
Kirklees	27	35	130%	26	12	£6,000	£135,000	<b>70 / 18</b>
Leeds	48	53	110%	30	14	£6,800	£159,000	<b>74 / 20</b>
NE Lincs	12	8	75%	2	2	£1,600	£24,000	<b>20 / 5</b>
N Lincs	11	8	88%	4	2	£1,800	£24,000	<b>12 / 3</b>
N Yorks.	26	48	185%	36	20	£8,600	£174,000	<b>74 / 25</b>
Rotherham	22	29	132%	21	5	£4,100	£60,000	<b>40 / 10</b>
Sheffield	44	52	118%	33	15	£7,300	£183,000	<b>79 / 19</b>
Wakefield	26	32	123%	32	11	£6,400	£99,000	<b>68 / 19</b>
York	8	15	188%	8	2	£2,200	£24,000	<b>25 / 6</b>
<b>Total</b>	<b>360</b>	<b>389</b>	<b>108%</b>	<b>295</b>	<b>110</b>	<b>£66,200</b>	<b>£1,167,000</b>	<b>389 / 110</b>

### What are the key risks and how are they being managed?

- 21 A Memorandum of Understanding has been agreed to manage the dispersal of funding from Leeds City Council to each participating local authority.
- 22 Another Memorandum of Understanding has been agreed for each local authority area to use, to pass on each £3K bursary funding payment to adult social care provider organisations.

- 23 Each Memorandum of Understanding sets out clear expectations around use of funding which are in line with the Government funding criteria, and for repayment and claw back as necessary.
- 24 As host authority, Leeds City Council is funding a Project Manager post and is undertaking a number of project and administrative tasks on behalf of the partnership. These are all funded by the government fund, and will cease on project close down.
- 25 If further funding for 2024/25 is announced, a new work plan will be constructed. At that point, Leeds City Council's role would be reviewed. There is no expectation that Leeds City Council will continue to fulfil a hosting role for the partnership if funding were to cease.

### **What are the legal implications?**

- 26 Legal advice has been sought to develop the Memorandum of Understanding to protect the interests of all parties around the distribution and use of the funding.
- 27 Leeds City Council has hosted the £1.38M on behalf of the partnership since June 2023. The bursary selection and allocation process completed in February 2024, and the amounts of funding to disperse to each of the region's local authority areas has only just therefore been agreed.
- 28 This decision is exempt from call in due to the urgency around processing all funding payments before the DHSC deadline of 31 March 2024.
- 29 This decision is taken under General Exception to allow timely payment of funds to each local authority, who will then need to pass on funding to individual Adult Social Care providers before 31 March 2024.

### **Options, timescales and measuring success**

#### **What other options were considered?**

- 30 A full range of different options were considered as part of the formulation of the Y+H delivery plan, with input from local authorities and care associations across the region.

#### **How will success be measured?**

- 31 Success measures are outlined in the attached delivery plan.

#### **What is the timetable and who will be responsible for implementation?**

- 32 The timetable for the agreed delivery plan is by 31 March 2024.
- 33 Further funding for 24/25 may be available (subject to confirmation from DHSC)

#### **34 Appendices**

- Copy of the Yorkshire and Humber delivery plan for 2023/24

#### **35 Background papers**

- None