

Workforce Capacity Fund - Frequently asked questions for providers

What is the Workforce Capacity Fund?

The £120m Workforce Capacity Fund was made available by the Department for Health and Social Care (DHSC) to enable local authorities to deliver measures to supplement and strengthen adult social care staff capacity by providing additional staff where shortages arise and maximising the capacity of experienced and skilled staff to provide care. The funding is available until 31 March 2021.

Who can access the fund?

The funding is being provided to local authorities, to enable them to take a strategic role in meeting critical workforce shortages in their area.

Local authorities can choose to pass some or all of this funding directly to CQC-registered providers if that is the best way to meet staffing shortages in their area.

Who can local authorities support with the fund?

Local authorities can use the funding to deliver local authority-led measures to support staff capacity in all care services in their area including:

- residential and domiciliary care
- organisations registered with the CQC
- organisations not registered with CQC
- care providers without a contract with LA
- day care services and short stay care services
- personal assistant workforce.

However, local authorities can only pass the funding directly to CQC-registered providers. Providers should continue to access funding through the Infection Control Fund to support with infection prevention and control.

What is its purpose of the fund?

The purpose of the fund is to deliver measures to supplement and strengthen adult social care staff capacity to achieve the following outcomes:

- Support providers to maintain provision of safe care

- Support providers to restrict staff movement between care homes and other care settings
- Support timely and safe discharge from hospital into care settings
- Enable new admissions from community into care services

How can providers access support from the fund?

- Local authorities should communicate what types of support they are putting in place, and how providers will be able to access it. Local authority led staffing support might include:
 - establishing or expanding local authority staff banks
 - supporting administrative tasks so experienced and skilled staff can focus on providing care
 - redeployment of existing staff into new roles
 - local recruitment initiatives.
- In addition to these measures, local authorities can choose to pass some or all their funding to CQC registered care providers within their area if that is the best way to meet staffing shortages.
- If they choose this route, local authorities must ensure that providers will use the funding to support genuinely new expenditure that delivers additional staffing capacity.

If local authorities choose to make funds available directly to CQC registered providers, what practical examples are there for its use?

- Pay overtime rates to encourage staff to work extra shifts additional to usual hours (whilst maintaining enough days off and breaks).
- Cover childcare costs to allow staff to take on extra hours (particularly beneficial for part time employees who could offer more hours if supported with childcare costs).
- Pay staff's transportation between home and place of work e.g. fuel costs or private transport (especially where many staff live in rural areas and restricted public transport evenings and weekends).
- Enable care providers to overstaff at pinch points to lessen impact of staff absences should they arise (mealtimes / medication rounds / evenings when retiring to bed). This may suit staff who can only give you a couple of hours at a time but may live locally.
- Enable care providers to provide payment in lieu of annual leave in excess of the statutory minimum entitlement only, to increase the number of staff working during the period up to 31 March 2021.