

# Planning, keeping safe, and being prepared: Now and in the future

28 April 2021

## Questions and answers

### How and when will training transition from all online to face to face?

As we continue to follow social-distancing and other restrictions due to COVID-19, as defined in the Government's roadmap, we still encourage you to use digital solutions to deliver and access training, as far as is practical.

As you begin to plan for the safe re-introduction of face-to-face training and assessment in line with the road map stages, we encourage you to use our [risk assessment guidance](#) on face-to-face training and assessment:

### Can individual employers register with care agencies as part of a contingency plan?

Yes, you can. You'll need to talk to them about why you are registering with them. Using care agencies may incur additional costs and so you'll need to make sure that your budget is sufficient to cover them, and if you need to speak with your budget provider.

You will still have certain responsibilities towards agency workers, like their health and safety. There's guidance on [Gov.uk](#) about this.

### How to plan against uncertainties and unpredictable events?

It's impossible to plan for everything, but you can try to think about circumstances or scenarios that might happen and how you'd handle them.

It's a good idea to create and then periodically review and update your contingency plan. If you do have a situation you haven't planned for, record how you dealt with it think about what you learned and what you'd do better next time. Then you are prepared if it does happen again.

You can find a template for a contingency plan on the [Disability Sheffield website](#).

## **How to deal with risks to recruitment of EU based PAs from end of free movement.**

Staying informed about the changes and making sure your PAs are informed is most important.

The new system does not apply to The European Economic Area (EEA) or Swiss citizens you already employ in the UK. If they were living in the UK by 31 December 2020, and their family members, can apply to the EU Settlement Scheme. They have until 30 June 2021 to apply.

PAs are not part of the government's shortage occupation list (senior care workers and care managers/proprietors are).

[Read the government advice.](#)

But it is advisable you seek independent advice from your Insurance provider/ACAS if you are thinking about recruiting from the EU.

With future recruitment it may be that you will need to look more locally to recruit staff if that is possible.

It may help to make contact with local support organisations, and/or find out if there are any PA registers where you can advertise roles locally. [Visit the website to find details of some organisations in your area.](#)