



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL Social Care, Health & Well-being Cabinet Board

1 April 2021

Report of the Head of Adult Services – Ms A. Thomas

Matter for Information

Wards Affected - All Wards

Distribution of Welsh Government's £500 Payment for Care Workers

Purpose of the Report

To inform Members of the distribution of Welsh Government's (WG) £500 payment for care workers in the Neath Port Talbot Authority area.

Executive Summary

In recognition of the commitment and hard work of the social care workforce through the COVID-19 pandemic, WG announced a £500 payment for certain care staff. Local Authorities were tasked with the distribution of this payment to relevant employers on behalf of WG.

This report provides an overview of what funding was made available by WG and how much of this funding was distributed by Neath Port Talbot County Borough Council ("the Council").

Background

On May 1st WG announced that the social care workforce would receive a £500 payment in recognition of their commitment through the COVID-19 pandemic.

Eligible roles for this payment included those employed to deliver care in registered care homes and domiciliary care services between 15 March 2020 and 31 May 2020. Personal Assistants, in-house Council employees and agency workers in relevant roles were also eligible for the payment.

The payment was classed as earnings for the purposes of tax liabilities, national insurance contributions and student loan repayments, it would also be included in benefits calculations. As such, a decision was made by WG that the payment would be made through the employer's payroll.

Local Authorities were responsible for managing the operational delivery of the scheme on behalf of WG for their respective geographical area. This included:

- contacting care providers requesting:
 - a list of eligible staff who are directly employed by the provider (i.e. they are on the providers payroll); and
 - a list of eligible agency staff along with the agency who supplied them.
- gathering and collating the lists of staff from providers and agencies to establish a local authority list of people who have submitted a claim for a payment;
- checking these lists for reasonableness (see the Evidence and Validation of Claims section later in this guidance), making sure the numbers of claims from employers are consistent with the size and scale of the care provider;
- checking the lists (within their geographic area) for duplicate claims (using national insurance numbers);

- agreeing with care providers and agencies how they will hold and manage personal data in accordance with GDPR regulations and protocols;
- identifying all personal assistants and ensure they receive the payment in the most appropriate manner;
- maintaining sufficient records to satisfy audit; and
- ensuring appropriate measures are in place to minimise the risk of fraud or losses.

Local Authorities are also responsible for making payments to employers for overhead costs that they incur from administering this scheme at a flat rate of £1 per claim. The Local Authorities then reclaimed this spend from WG.

The Council is in the process of paying all employers that have submitted information. To date NPT has paid out £2m of the grant.

Financial Impacts

All payments will be reclaimed from WG and as such this scheme does not have an impact on the Council's budget.

WG will reimburse the Council for additional administration costs that are outside of their existing cost base.

Integrated Impact Assessment

There is no requirement to undertake an Integrated Impact Assessment as this report is for information purposes.

Valleys Communities Impacts

No impact – the recommendation has no spatial impact on our valleys communities and does not link to the impacts identified in the Cabinet's response to the Council's Task and Finish Group's recommendations on the Valleys.

Workforce Impacts

This scheme was open to Council employees that met the payment eligibility criteria. 259 Council employees received a payment in September 2020 and 38 employees will receive a payment in October 2020.

Legal Impacts

No implications.

Risk Management Impacts

No impacts.

Consultation

There is no requirement for external consultation on this item

Recommendations

To note the contents of this report.

Reasons for Proposed Decision

N/A

Implementation of Decision

N/A

Appendices

None.

List of Background Papers

None.

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