

Decision Pathway – Report



PURPOSE: Key decision

MEETING: Cabinet

DATE: 06 December 2022

TITLE	Agenda for Change (AfC) pay uplifts for Bristol City Council funded services within the Community Children’s Health Partnership (CCHP) contract	
Ward(s)	All wards	
Authors: Jo Williams; Charly Williams; Gail Rogers	Job title: Consultant in Public Health; Principal Public Health Specialist; Head of Children’s Commissioning	
Cabinet lead: Cllr Ellie King (Cabinet Member for Public Health & Communities); Cllr Asher Craig (Deputy Mayor, Cabinet Member for Children’s Services, Education & Equalities)	Executive Director lead: Hugh Evans - Executive Director, People	
Proposal origin: BCC Staff		
Decision maker: Cabinet Member Decision forum: Cabinet		
Purpose of Report: To seek approval for a variation of the Community Children’s Health Partnership (CCHP) contract to cover 2021/22 and 2022/23 NHS Agenda for Change (AfC) pay uplifts, and subsequent AfC uplifts for the duration of the contract until 2027.		
Background and Evidence Base: <ol style="list-style-type: none"> 1. The Community Children’s Health Partnership (CCHP) contract was awarded to Sirona Care and Health in April 2017 for a period of five years (to 2022), with a contract extension evoked in April 2020 for a further five years, from 2022 to 2027. The contract covers a range of community health services for children, some of which are funded by Bristol City Council (BCC) 2. The Integrated Care Board (ICB) is the lead commissioner for the CCHP contract, but BCC commissioners oversee the BCC funded elements, which total £11.27m per annum. 3. Of the BCC funded elements, Public Health funds the largest proportion (£9.41m per annum), covering Bristol’s contribution towards the Public Health Nursing Service (Health Visiting, School Nursing and Family Nurse Partnership) and the Young People’s Substance Misuse Service. 4. The remaining services are funded by Children, Families & Safer Communities and Education & Skills (£1.86m per annum). These include elements of the Child and Adolescent Mental Health (CAMHS) service (including Primary Mental Health Specialists, ‘Thinking Allowed’, ‘Off the Record’ and ‘Be Safe’); early years services (speech and language therapy (SLT) and key workers) and Special Educational Needs and Disabilities (SEND) services (including SEND therapies, SLT tribunals and short breaks support at New Belbrook). 5. The CCHP contract is governed by a Memorandum of Understanding (MOU) between the commissioners, which allows for a variation or reduction in BCC’s contribution if needed. 6. The Public Health funded services within the contract employ approximately 252 whole time equivalent (WTE) 		

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members of staff, while the services funded by Children, Families & Safer Communities and Education & Skills employ 27 WTE staff. The majority of these staff are on AfC contracts, meaning that they are entitled to any national uplifts in AfC pay awards. BCC is liable for any pay award increases as part of the overall cost of these services.

7. The five-year extension of the CCHP contract (approved at Cabinet in July 2020) included an additional £600,895 per annum, funded by the Public Health Grant to cover a national AfC pay uplift for staff for the period 2018-21.
8. Further national AfC pay uplifts were announced by the Government in July 2021 and July 2022, with additional annual uplifts also anticipated for the remainder of the contract.
9. The 2021/22 uplift was paid by the Clinical Commissioning Group (CCG) in that year because the CCG received funding from NHSE to pay Sirona directly, as a one-off arrangement. However, from 2022/23, BCC is responsible for funding the 2021/22 uplift on a recurrent basis.
10. The most recent AfC pay award (July 2022, applicable from April 2022 onwards) saw a further uplift of between 4.5% and 9.3%, depending on staff banding. The ICB has agreed to fund anything above 2% for 2022/23 only. However, the local authority is expected to fund the first 2% in 2022/23, and the full uplift from 2023/24 onwards.
11. The combined total of the 2021/22 and 2022/23 local authority obligations for AfC pay uplifts means that BCC is required to contribute an additional £598,027 in 2022/23 (covering 2021/22 and 2022/23) for the BCC funded services within the CCHP contract.
12. Of this, £499,301 is apportioned to services funded by Public Health, the largest being Public Health Nursing (a well performing service delivering critical, statutory functions). This amount will be paid through an increase in the 2022/23 Public Health Grant, intended to cover additional AfC liabilities.
13. The remaining £98,726 is apportioned to services funded by Children, Families & Safer Communities (£79,595) and Education & Skills (£19,131). For 2022/23 only, £84,795 of this will be funded by Public Health and the remainder (£13,931) will be funded from existing Children, Families & Safer Communities and Education & Skills budgets.
14. Approval is sought from Cabinet to authorise the Directors of Public Health; Children, Families & Safer Communities; and Education & Skills to meet the costs of current and future pay awards from the Public Health Grant (for the Public Health funded services) and Children or Education General Fund budgets or an alternative funding source (for the non-Public Health funded services), provided that there continues to be sufficient funding available from these sources. If sufficient funding is not available, other options will need to be explored, in consultation with the Director of Finance and the relevant Cabinet Member(s).

Cabinet Member / Officer Recommendations:

That Cabinet:

1. Authorise the Director of Public Health to agree a variation of the CCHP contract to cover up to an additional £598,027 per year, on a recurrent basis until 2026/27, for NHS AfC pay uplifts in 2021/22 and 2022/23 for all services within the contract, provided that there continues to be sufficient funding available to cover this from the Public Health Grant (for the Public Health funded services) and Children or Education General Fund budgets or an alternative funding source (for the non-Public Health funded services).
2. Authorise the Director of Public Health, in consultation with the Director of Finance and the Cabinet Member for Public Health & Communities, to meet the cost of any additional AfC pay increases for Public Health funded services within the contract between 2023/24 and 2026/27 from the Public Health Grant, provided that

sufficient, designated funding is available within the grant allocation.

3. Authorise the Directors of Children, Families & Safer Communities and Education & Skills, in consultation with the Director of Finance and the Cabinet Member for Children’s Services, Education & Equalities, to meet the cost of any additional AfC pay increases for non-Public Health funded services within the contract between 2023/24 and 2026/27, from Children or Education General Fund budgets or an alternative funding source, provided that sufficient funding is available.
4. Note that if sufficient funding is not available in relation to any of the recommendations above, other options will need to be explored, in consultation with the Director of Finance and the relevant Cabinet Member(s) and subject to service user consultation if required. A report will be brought back to Cabinet if required.

Corporate Strategy alignment:

The overarching aim of the CCHP contract is to improve physical and mental health and reduce health inequalities amongst children, young people and families. This aligns with Bristol City Council’s Corporate Strategy 2022-27, particularly in relation to the following ambitions:

- Tackling health inequalities to help people stay healthier and happier throughout their lives.
- Ensuring that Bristol is a city where every child belongs and gets the best start in life.

Many of the outcomes delivered within the CCHP contract are city-wide priorities, aligned with the Corporate Strategy and the One City Belonging Strategy for Children and Young People 2021-24, including improving parenting support; increasing breastfeeding and childhood vaccination uptake; improving mental health; reducing childhood obesity and child poverty; healthy schools and Covid-19 recovery for children and families.

City Benefits:

Funding the NHS AfC uplifts allows for continuation of services within the CCHP contract. This has multiple city-wide benefits including:

- Improved health and wellbeing outcomes in a wide range of priority areas for children and families, including mental health; breastfeeding; child development; special educational needs and disabilities; healthy weight; sexual health; immunisations and parenting support.
- Ensuring that all children and young people get the best start in life
- Reduced health inequalities for children and families
- Support for sustainable Covid-19 recovery for children and families

Consultation Details:

The proposals in this report allow for continuation of current service provision and therefore public consultation is not required at this time. However, if the costs of NHS pay uplifts cannot be met in future years, public consultation may be required to consider the impacts, risks and mitigations of any action proposed.

Background Documents:

1. [Children’s Community Health Services Contract Duration](#), Bristol Health and Wellbeing Board, February 2017
2. [Children’s Community Health Partnership contract extension and additional funding for staff pay award](#), Bristol City Council Cabinet, July 2020
3. [NHS Pay Review Body Thirty-Fifth Report](#), NHS, July 2022
4. [NHS Pay Review Body Thirty-Fourth Report](#), NHS, July 2021

Revenue Cost	2022/23: £598,027 (confirmed amount)	Source of	Public Health
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	The following costs are estimated amounts: 2023/24: £1,026,629 2024/25: £1,255,445 2025/26: £1,487,988 2026/27: £1,724,330 Actual figures subject to future NHS pay award decisions	Revenue Funding	Grant; General Fund
Capital Cost	n/a	Source of Capital Funding	n/a
One off cost <input type="checkbox"/> Ongoing cost <input checked="" type="checkbox"/>		Saving Proposal <input type="checkbox"/> Income generation proposal <input type="checkbox"/>	

Required information to be completed by Financial/Legal/ICT/ HR partners:

1. Finance Advice: This report seeks approval for a variation of the Community Children’s Health Partnership (CCHP) contract to cover NHS Agenda for Change pay uplifts, until 2027. The estimated costs and funding will be split as follows between Public Health, Children and Education. Public Health costs will be funded from the Public Health Grant and Children and Education costs will be met from within existing General Fund service budgets.

Estimated Costs and Funding	2022/23	2023/24	2024/25	2025/26	2026/27
	£	£	£	£	£
Agenda for Change costs	598,027	1,026,629	1,255,445	1,487,988	1,724,330
Funded by					
Public Health	584,096	857,132	1,042,605	1,231,560	1,424,065
Children and Education	13,931	169,497	212,840	256,428	300,265
TOTAL	598,027	1,026,629	1,255,445	1,487,988	1,724,330

Whilst costs and funding are known for 2022/23, future years may vary, depending on the final pay awards and future Local Government Financial settlements. Future years funding may be subject to change and not match growth assumptions and pay award uplifts given to the NHS. In the event that there is a shortfall, then the size and scope of services will need to be carefully managed to ensure that spend is kept within the funding envelope available, as the Council is unable to commit itself to expenditure without being clear on how it intends to fund it. This needs to be made explicit in any contractual arrangements with partner organisations.

Finance Business Partner: Denise Hunt, Finance Business Partner, 14 October 2022

2. Legal Advice: The report seeks approval for variations to the Children’s Community Health Partnership (CCHP) contract to meet the additional costs arising from NHS Agenda for Change pay awards. Legal Services will advise and assist in relation to the contractual arrangements for the variations to be implemented if approved.

Legal Team Leader: Husinara Jones, Team Manager, 30 September 2022

3. Implications on IT: No implications for IT.

IT Team Leader: Alex Simpson, Senior Solution Architect, 28 September 2022

4. HR Advice: There are no significant HR implications for Bristol City Council employees arising from this report.

HR Partner: Lorna Laing, HR Strategic Business Partner, 21 September 2022

EDM Sign-off	Hugh Evans	05 October 2022
Cabinet Member sign-off	Councillor Asher Craig, Councillor Ellie King	03 November 2022, 10 November 2022
For Key Decisions - Mayor’s	Mayor’s Office	07 November 2022

Office sign-off		
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Appendix A – Further essential background / detail on the proposal	NO
Appendix B – Details of consultation carried out - internal and external	NO
Appendix C – Summary of any engagement with scrutiny	NO
Appendix D – Risk assessment	NO
Appendix E – Equalities screening / impact assessment of proposal	YES
Appendix F – Eco-impact screening/ impact assessment of proposal	NO
Appendix G – Financial Advice	NO
Appendix H – Legal Advice	NO
Appendix I – Exempt Information	NO
Appendix J – HR advice	NO
Appendix K – ICT	NO
Appendix L – Procurement	NO