



# **Bracknell Forest Council**

## **Annex C**

### **Market Sustainability Plan**

**+65 Care homes & +18 Homecare**

**March 2023**

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## **Section 1(a)**

# **Assessment of Current Sustainability of the 65+ Care Home Market**

## Introduction

**The information presented regarding the Fair Cost of Care Exercise relates to the data collection process only. Based on an analysis of our ability to secure required provision and fees paid, it does not represent an accurate reflection of market conditions in Bracknell Forest.**

Bracknell Forest Council (BFC) is able to meet demand for 65+ care home beds through the local market and is generally confident of the sustainability of the market, taking into consideration factors such as the ability to secure placements in a timely way, the quality of provision and fee levels currently paid.

Bracknell Forest is the second smallest unitary local authority in England and therefore only has 12 CQC registered Residential & Nursing 65+ care homes within the Borough. A proportion of this capacity almost exclusively caters to the 'Luxury' self-funder market, and this limits BFC's ability to access the full capacity within Borough.

Therefore, BFC is required to place in care homes in surrounding Broughs also. "In area" placements are defined as placements within a 45-minute drive of Bracknell. 91% of placements are made within area. This is not unusual for a small unitary authority and BFC works collaboratively with neighbouring authorities across the region in managing the market capacity.

### Total Bed Capacity within +65 Care Homes in BFC

	Residential Beds	Nursing Beds	Total
Total	372	124	496

During 2019/20, BFC had 280 placements within 65+ Care Homes, consisting of 133 nursing and 147 residential placements. During 2021/22, the total number of placements had risen slightly to 288. However, the demand for nursing beds was significantly higher, with 166 nursing and only 122 residential placements. This indicates that, whilst the total number of placements increased by 8 the demand for nursing placements has increased significantly. Similarly, the demand for dementia nursing placements is increasing. From April – September 2022 82 placements were sourced where memory and cognition was identified as the primary support need giving an anticipated need for 164 memory and cognition placements by year end. In addition to increasing needs, the efficient and effective response to hospital capacity and the requirement to ensure an effective discharge to assess (D2A) pathway has significantly increased demand for residential and nursing capacity.

### Number of residential and nursing placements funded by BFC

	Residential	Nursing	Total
Support with Memory and Cognition	71	99	<b>170</b>
Physical Support Access and Mobility or Access and Personal Care	24	51	<b>75</b>
Learning Disability Support	34	5	<b>39</b>
Mental Health Support	11	7	<b>18</b>
Sensory Support (Support for Visual Impairment)	1	0	<b>1</b>
<b>Total</b>	<b>141</b>	<b>162</b>	<b>303</b>

The table below quantifies the current state of capacity in the market, giving a snapshot of the percentage of vacancies for each category of care in the borough. The data suggests reasonable capacity for Residential, Residential Enhanced and Nursing capacity. However, in the data Nursing capacity is over-stated as a proportion of provision. This is due to the proportion of providers who cater to the 'Luxury' self-funder market, limiting Bracknell Forest Council's ability to access this resource. Additionally, 'Nursing Enhanced' capacity is significantly low in comparison to the other categories.

## BFC NHS Capacity Tracker (Sept 2022)

	Residential	Residential enhanced	Nursing	Nursing enhanced
Percentage of admittable vacancies	8.93%	9.22%	17.07%	1.2%

In April 2022 BFC commissioned a local independent provider to deliver services for a newly built, 46 Bedded Dementia Nursing Care Home. The building is owned by the council and was developed in partnership with the NHS, who deliver an “Intermediate Care Service” within the same building under a separate CQC registration. The purpose of this development was to meet the identified local demand for dementia nursing provision in the Borough. The service is still in the mobilisation phase, but it is anticipated that, the service will be able to meet our future demand for dementia nursing placements over the next 1-3 years.

### Contract Arrangements and Current Fee rates

The council does not currently set a standard rate when purchasing beds, as we predominantly ‘spot purchase’ beds from the market. There is some level of negotiation regarding individual care needs and agreeing an acceptable rate to both parties. Therefore, apart from a small number of ‘block purchased’ beds, the prices BFC pays for beds is market led. Individual providers determine the fees they are willing to accept for BFC purchased beds at the point of placement and these are the fees BFC pays.

Between 2016 – 2021 Bracknell Forest has seen comparable increases in the price of nursing and residential beds as neighbouring local authorities (Wokingham, Slough, and Windsor & Maidenhead). This increase is most significant for nursing provision where placements have increased by approximately 25% from 2016 – 2021 with the increasing demand for nursing beds having a significant impact on costs. It is expected that current inflationary pressures, including the potential impact of the National Living Wage increases in April 2023 will further increase the pressures in the market and will be accompanied by further increases in bed price to secure placement and sustain provision.

Individually negotiated spot contracts ensure a market rate is paid at the time of placement and provides strong internal data to calculate the current cost of care within the borough and surrounding area. In the table below the Upper Quartile is given to indicate an estimated “Enhanced” rate. For comparative analysis FNC of £209.19 has been added to the Nursing Figures, although ordinarily BFC would not pay this, and homes would claim this direct from the CCG.

#### BFC Placement Data June-August 2022:

	Residential (Median)	Residential Enhanced (UQ)	Nursing (Median)	Nursing Enhanced (UQ)
BFC Data	£1000	£1075	£1184	£1699
Range	£875 - £1271		£1159 - £1726	

*Data from BFC Residential to Place  
Data includes all spot purchasing activity  
Enhanced rates calculated as the 75<sup>th</sup> percentile (median of the upper data)*

To ensure ongoing sustainability of the market, BFC is aware that we need to review what we pay for beds on an annual basis, and where required, apply an inflationary uplift to support provider cost pressures. BFC has an established process to determine the annual inflationary uplift as well as an established appeals process. A number of different factors are considered, including:

- Key market indicators, such as the current rate of inflation, increases in the CPI and broader cost of living indicators

- The impact of increased cost pressures such as increases in National Insurance, the national minimum wage, the national living wage etc.
- Benchmarking rates with surrounding authorities
- Working in partnership and collaboration with the market to gain a detailed understanding of cost pressures.

When determining the % inflationary uplift BFC, as with all other Local Authorities, must consider its own budgetary pressures and what is “affordable” given the current budgetary constraints many councils are experiencing and the delay in the care reform.

Having undertaken this process during February- March 2022, all care home providers were offered a 3% inflationary uplift through 2022/23 on purchased beds, resulting in a total cost to the council of £1million per annum. Following this offer, all providers were afforded the opportunity to “appeal” the uplift offered and were invited to submit a business case and partake in an “open book exercise” setting out their rationale for requesting a greater uplift and to demonstrate their sustainability/viability concerns. This approach is designed to support individual provider sustainability whilst making best use of council resources. The approach also allows the review of commissioned placements that may not have kept pace with historical inflationary pressures. At the start of the 2022/23 financial year, 3 homes (25% of In Borough provision) submitted business cases to challenge the 3% inflationary uplift offered. As a result of this process, further inflationary increases were offered to sustain provision.

This provides further evidence that the current fee rates are sustainable, This is part of our approach to supporting sustainability across the sector and responding effectively to providers who have evidenced any sustainability issues.

### **Quality**

Of the 12 65+ CQC registered care homes in Bracknell Forest, 14% (2 providers) are rated outstanding, 42% (5 providers) rated good, 25% (3 providers) requires improvement, 8% (1 provider) are not rated and 8% (1 provider) is inadequate. 50% of in borough care homes and 89% of in area care homes are CQC good or above. 80% of people placed in area are in good /outstanding CQC rated homes.

Due to Covid, no annual survey data was collected during 2020/21. In the 2019/20 survey 68% of service users in Bracknell Forest were extremely or very satisfied with the care and support they received, which is 4% higher than the national average.

Whilst we do not have any substantial concerns regarding the quality of Care Home provision we commission, quality assurance of services remains a priority for BFC. We work closely with providers, through monitoring and quality assurance activity to support the delivery of safe, high-quality services.

### **Workforce recruitment and retention**

The feedback we receive most often from providers is over the significant challenges around recruitment and retention of the workforce. We perceive this to be the biggest challenge to sustainability of the local market currently, which is a national issue.

Some key factors we know that impact on recruitment and retention are:

- Rates of pay and being able to keep pace with pay for vacancies in the wider economy
- The sector struggles to retain younger workers - Those paid more are less likely to leave their roles.
- People leave the sector soon after joining the sector.
- Turnover rates are higher for those on zero-hours contracts.
- Those that travel further for work are more likely to leave their role

Since March 2022, data completed in ASC-WDS (The Adult Social Care Workforce Data Set produced by SfC) shows that the number of filled posts has stopped falling (the number of filled posts increased slightly by 0.4 percentage points between March 2022 and August 2022).

However, the vacancy rate remains at a record high level (11.1% in August 2022).

A few factors have changed recently which could increase the supply of workers in the sector:

- The higher than expected increase in pay rates for care workers
- Care workers being added to the shortage occupation list in February 2022.
- The removal of the mandatory vaccination policy in February 2022

However, the availability of jobs in the wider economy is still at a high level. These jobs are often higher paid and perceived to be less demanding than social care jobs. Therefore, to an extent competition for staff from other sectors appears to be cancelling out any gains made from the increased supply of available workers.

## **Section 1(b)**

# **Assessment of Current Sustainability of the 18+ Domiciliary Market**



## Introduction

**The information presented regarding the Fair Cost of Care Exercise relates to the data collection process only. Based on an analysis of our ability to secure required provision and fees paid, it does not represent an accurate reflection of market conditions in Bracknell Forest**

Bracknell Forest Council (BFC) is largely able to meet demand for 18+ Homecare through the local market and is generally confident of the sustainability of the market, taking into consideration factors such as current contracting arrangements, our ability to secure packages of care in a timely way, the quality and diversity of provision and the hourly rates currently paid.

In recent years the demand for Homecare services in BFC has increased significantly by around 13% year on year. This is driven by the changing demographic of the population, the increasing and more complex needs of an aging population, our desire to support people to remain at home for as long as possible and the increasing demands created by supporting effective and timely hospital discharge.

### Homecare Data 2020 – 2022

	31 March 2020	31 March 2021	31 March 2022
Number of Packages	215	264	294

BFC mobilised a new Homecare Framework (FW) in April 2022, with 12 providers signing up to the new Terms and Conditions and accepting the £19.40/hr rate. Prior to the new FW, whilst there was a contract in place, this had not proved to be effective with the majority of care packages sourced on a spot contract basis across multiple providers, and multiple different rates (market lead rates set by the provider).

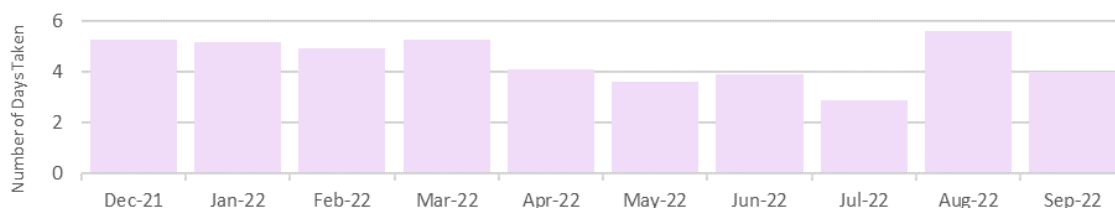
During the procurement phase of the project, undertaken in 2020-21, detailed benchmarking and market analysis was undertaken to establish the £19.40/hr FW rate to ensure it was competitive, sustainable for the market, and affordable to the Council.

Following mobilisation of the new FW in April 2022, a proportion of FW providers feedback to commissioners that, since the procurement exercise was undertaken the new £19.40/hr rate was no longer sustainable due to emerging inflationary and cost of living pressures. Given the changes in market pressures over 2021 and into the early part of 2022 as well as changes in the ways of working in response to the pandemic and the growing cost of living crisis, increasing inflation and increases in operational costs such as increased National Insurance, Increases in minimum wage and the National Living Wage etc. the fixed flat hourly rate was further increased to £19.70/hr, equating to an additional 1.5% uplift on the £19.40 rate.

To ensure the new FW can meet increasing demand BFC can reopened the FW to bring in new providers and increase capacity. This allows BFC to adapt to changing demands. Only providers rated Good or Outstanding by the CQC can receive packages of care through the framework. This is to ensure a good baseline for the quality of commissioned care and support Bracknell Forest residents receive.

Following the mobilisation of the FW the ability to make placements in a time effective manner has improved, indicating that capacity in this market has increased. The average time to source a placement since April 2022 using the Framework is 4 days, before the Framework the average was 5 days (a reduction of 20%).

Average Time Taken from Referral to Package Being Sourced  
(for packages sourced in month)



\*August data is an anomaly due to impact of school holiday and impact on the workforce

### Diversity of the Market

82% of commissioned packages are sourced through the Framework. The remaining 18% are secured through spot arrangements. 94% of spot arrangements are delivered at or below the framework rate, with 6% of the service delivered at rates greater than £19.70 representing more specialist support. The enhanced services includes time limited Discharge to Assess (D2A) and packages to support individuals with complex needs. There are currently 12 providers on the Homecare framework and 16 active providers on Spot contracts. FW Providers and spot providers represent a cross section of local and nationally established providers.

	Number	%
National Providers	2	7%
Regional Providers (Multiple offices working across more than 1 county)	22	79%
Local Providers (Berkshire only usually operating from a single office)	4	14%

\*Data Sept 2022

### Quality

92% of commissioned services are delivered by providers rated 'good' or 'outstanding' by the CQC, with the remaining 8% of service delivered by providers awaiting inspection under spot arrangements or provision delivered by inadequate / requires improvement providers following recent inspections (Sept 2022). The terms of the FW prevent the commissioning of any packages of care from providers rated 'requires improvement or 'inadequate'. This ensures the ongoing delivery of high-quality provision.

Due to Covid, no annual survey data was collected during 2020/21. In the 2019/20 survey, 68% of service users in BFC were extremely or very satisfied with the care and support they received, which is 4% higher than the national average

Whilst we do not have any substantial concerns regarding the quality of Home Care provision, the quality assurance of services remains a priority for BFC. We work closely with providers, through monitoring and quality assurance activity to support the delivery of safe, high-quality services.

### Sustainability

As already set out, BFC pay all FW providers a set hourly rate of £19.70/hr. After the uplift to £19.70/hr was offered, all providers were afforded the opportunity to "appeal" and were invited to submit a business case and partake in an 'open book exercise' setting out their rationale for requesting a greater uplift and to demonstrate their sustainability/viability concerns. This approach is designed to support individual provider sustainability, ensuring we can identify any providers that have become unsustainable, whilst making best use of the council resources. No business cases or further requests to consider an increased rate were submitted by Homecare providers. This supports our position that the hourly rate paid to providers, along with our improved ability to access the market to meet demand means we have a sustainable model in place.

## **Workforce recruitment and retention**

The feedback we receive most often from providers is over the significant challenges around recruitment and retention of the workforce. We perceive this to be the biggest challenge to sustainability of the local market currently.

Some key factors we know that impact on recruitment and retention are:

- Rates of pay and being able to keep pace with pay for vacancies in the wider economy
- The sector struggles to retain younger workers - Those paid more are less likely to leave their roles.
- People leave the sector soon after joining the sector.
- Turnover rates are higher for those on zero-hours contracts.
- Those that travel further for work are more likely to leave their role

Since March 2022, data completed in ASC-WDS (The Adult Social Care Workforce Data Set produced by SfC) shows that the number of filled posts has stopped falling (the number of filled posts increased slightly by 0.4 percentage points between March 2022 and August 2022).

However, the vacancy rate remains at a record high level (11.1% in August 2022).

A few factors have changed recently which could increase the supply of workers in the sector:

- The higher than expected increase in pay rates for care workers
- Care workers being added to the shortage occupation list in February 2022.
- The removal of the mandatory vaccination policy in February 2022

However, the availability of jobs in the wider economy is still at a high level. These jobs are often higher paid and perceived to be less demanding than social care jobs. Therefore, to an extent competition for staff from other sectors appears to be cancelling out any gains made from the increased supply of available workers.

## **Section 2**

**Assessment of the Impact of  
Future Market Changes between  
now and October 2025, for each  
of the service markets.**

## **Introduction**

**There are many factors that will impact the sustainability of the marketplace in Bracknell Forest over the coming years and the most significant of these are set out below.**

### **Increasing demand for services**

ONS demographic data suggests the 65+ population in Bracknell Forest is expected to increase by 50% by 2037. This is higher than the CIPFA Comparator average (34.1%) and average across England (34.6%). Additionally, high life expectancy 80+ years, the national increase in demand for Dementia Care (32% of services in 2014 to 54% in 2022) and the increasing demand of Enhanced Nursing provision identifies the increasing need for complex support.

The demand to ensure people can leave hospital as soon as they are medically optimised, either with the provision of long-term care, or on a discharge to assess pathway, will continue to place increasing pressure on councils to secure services in a timely way. Councils are required to work with Health colleagues to manage peaks in demand during the year. Traditionally this was over the winter periods. However, we have seen a sustained level of demand since the winter of 2021/22 that has continued during the first 2 quarters of 2022/23 and into the 2023/24 winter period. This is having an increasing impact on demand for services and to find new ways to work with the market, including the need to achieve 7 day working.

Therefore, Care Home and Homecare provision will be under increasing pressures over the coming years to meet this increased demand and increased complexity.

### **Absence of additional grant funding**

During 2021/22 providers were supported through the distribution of additional funds through the grants made available to address the Covid pandemic and associated recruitment difficulties. This grant funding has included - the Infection Control grant, Omicron grant and Workforce Retention and Recruitment Fund.

The absence of such grants moving forwards may place additional pressures on sustainability with such shortfalls in funding needing to be addressed in different ways.

### **Workforce Recruitment and Retention (WFRR)**

WFRR will continue to be the biggest sustainability issue across the market. Feedback from providers gathered via regular provider forums highlighted recruitment and retention as the significant ongoing challenge, with the loss of existing staff to alternative higher paying sectors such as retail, difficulties in recruitment and the need to rely on high-cost agency. In the Southeast, there is a turnover rate of 37.7% of care staff per year. Recruitment into the social care sector has remained pressured at this time, especially against the increasing costs of living and a competitive employment market given the relatively low rates of pay of the care sector. Care staff hourly pay was 24p below most UK supermarkets, a differential that has increased following increases in pay for retail staff of over 5% since April 2022.

It is also evident that the care sector is becoming increasingly reliant on agency staff and creative recruitment and retention measures that are increasing costs. Through partnership working with providers, BFC have supported a recruitment campaign through 2021/22 which included a social media campaign, bus advertising, local news stories and digital radio advertising. 52% of the workforce Recruitment and Retention Fund (2021/22) was allocated directly to care providers, some of whom initiated international recruitment to sustain their workforce. Concern is also expressed over the impact on the quality of provision with the rapid loss of staff and the rapid recruitment required and the need for induction and training to ensure effective provision, adding additional cost pressures at this time.

## Increased cost of living and Inflationary pressures

There is a substantial risk that the unrepresented rise in cost of living and inflation will cause many providers sustainability issues as they struggle to cover these costs in the coming years. This is hugely challenging for BFC as we will need to support the market to remain sustainable in the context of an already deficit budget. Additionally, the inability to pay a sustainable rate would impact the quality of service.

The table below demonstrates the increase in placement costs between 2019 - current. Enhanced Nursing has seen the sharpest increase in costs since 2019, however all placement costs have risen significantly. Maintaining current provision creates a deficit budgetary position and all trend data suggests the position is worsening year on year. Without significant increases in funding future uplifts will struggle to meet the increasing costs over the coming years.

Year	Standard Residential	Enhanced Res (Upper Quartile)	Standard Nursing	Enhanced Nursing (Upper Quartile)
% increase 2019-2022	29%	21%	16%	52%
Current 2022 (June to August)	£1000	£1075	£1184	£1699
2021	£778	£928	£1172	£1387
2020	£811	£950	£1146	£1280
2019	£775	£890	£1024	£1115

*\*Data taken from Controcc. Upper Quartile data given as an indicator of Enhanced need Nursing Costs expressed are inclusive of FNC rate for each year. Data excludes part funded placements with Health and block contracts.*

## **Section 3**

**Plans for each market to address sustainability issues, including fee rate issues, where identified.**

## Introduction

**As has been set out in considerable detail in the Annex B 'Cost of Care reports' submitted as part of this exercise, the cost information collected to undertake a 'fair cost of care' (FCoC) analysis was not statistically significant, and therefore could not be used to inform a reliable basis for determining a FCoC. Therefore, this section focuses on what the known sustainability issues will be over the coming years and how we plan to address these.**

BFC has utilised in full the Market Sustainability and FCoC funding allocation for 2022/23 to increase fees to providers to sustain the market. The distribution of this is set out in this section and are detailed within our Annex A return. However, it is important to note that the funding has not fully met these costs and has simply offset some of the budgetary pressure created by implementing those increases in 2022/23. As per the grant conditions we allocated some of the funding in this first year of funding to support us to undertake the Fair Cost of Care exercise, but not the full 25% allocation we were permitted to for this purpose.

-we will use any future grant funding to support the sector, which is likely to be in part through increasing fee rates. There is a need to do this to keep pace with the additional financial pressures we know providers will be under over the coming years, due to the increase in the cost of living and inflationary pressures, compounding the challenges providers are already facing in workforce recruitment and retention. An initial offer of a 5% increase on current fees paid will be offered to providers in 2023/24 with the opportunity to submit a business case to be considered for a further % increase, should providers demonstrate a serious risk to sustainability, if fees were not increased further. These requests will be considered on a case-by-case basis so that further decisions can be made within the constraints of the budget.

It is recognised that the funding allocation BFC receives is unlikely to meet the full cost of implementing the likely year on year increases that will be required and will only go partway to offsetting the budgetary pressures this will create.

### **Provider engagement in developing the provisional Market Sustainability Plan (MSP)**

Bracknell Forest maintains close and regular communication with the market and endeavours to work in partnership with our providers, being responsive to concerns and offering support with training and continuous improvement. Providers benefit from regular forums and contract management which aims to support ongoing development and improvement. Good communication with providers ensures operational, practice and financial concerns can be raised in a supportive environment and resolved collaboratively. Therefore, through this regular dialogue, providers have contributed to the current pressures and sustainability issues as set out in this plan.

Through the cost of care exercise, in addition to the intensive engagement and support offered to providers - as set out in the Annex B cost of Care reports we have communicated and engaged with providers regularly to ensure a shared narrative in the development of this MSP. This has been conducted through our regular forums as well as through specific workshops / forums within which we shared the Annex B Cost of Care reports and the draft MSP for further discussion and input. It is our intention to undertake further, ongoing engagement with providers following publication of this MSP to shape the ongoing development of a sustainable market, working in partnership and collaboration to find solutions.

Providers we engaged with were broadly in agreement with the narrative we have set out and identified key pressures on the market. The narrative BFC included in the Annex B Cost of Care reports and the MSP in regard to our position that we currently pay a FCoC (but recognising we will need to apply annual uplifts to sustain this) was not challenged by providers, during consultation.



## Links to other plans and strategy development

BFC are currently in the process of developing strategies to signal to providers how we want to shape the market locally to meet demand and to ensure sustainability. We have drafted an Accommodation, Care and Support Strategy that will be published in the coming months as part of the Housing Strategy, setting out our vision for the future market in Bracknell Forest. The council is determined to support providers in sustaining a high-quality service and workforce. The council will develop all strategies and documents in collaboration with providers through market engagement, provider forums and bespoke focus groups.

BFC has also recognised the need to develop a specific Workforce Recruitment and Retention Strategy, to address the factors we know are having an impact on workforce recruitment and retention in the sector. We have secured funding through the Better Care Fund to embed a new Market Oversight and Quality function within commissioning. This role will support providers with the quality of services, actively support around recruitment, retention and training as well as monitor provider sustainability. Provider capacity and sustainability is key in ensuring effective system flow, timely hospital discharge and admission avoidance.

As well as the 65+ Care Home market and 18+ Domiciliary market BFC will continue to develop local “Supported Living” provision. While Bracknell Forest feel they have current Supported Living capacity to support working age adults for the next five years (dependent on current providers sustainability and viability), specialist areas for supported living are not as accessible in borough. Growing areas of need include older people with learning disabilities, younger adults with learning disabilities, people with highly complex or specialist needs including mental health conditions. A project is currently underway to review all supported living provision for adults. The project will consider the commissioning strategy for supported living as well as the current arrangements and determination of costs.

### 65+ Care Home Market

Following the application of a 3% uplift for all care home placements, for the 2022/23 financial year, 3 homes submitted business cases to challenge the 3% inflationary uplift offered. Given that placements are spot purchased at the negotiated market rate recent placements reflect a sustainable cost. However, it was evidenced that historical inflationary uplifts had not always kept pace with increases in costs and £11,000 of the grant funding was allocated to increase the applied uplift for these placements.

#### Fair Cost of Care and Market Sustainability Grant for 2022-23.

Spending associated with fee increases for 65+ care home places without nursing, £	£11,000
Spending associated with fee increases for 65+ care home places with nursing, £	£0

*\*Data table taken from Annex A*

As set out in the introduction to section 3, BFC plans to use the allocated funding to support the cost of applying inflationary uplifts to keep pace with the increasing costs of care and impact of the financial crisis.

Current strategies identify the continued development of alternative provisions to avoid hospital admissions and overreliance on residential placements, sustaining the “home first” ethos for individuals to remain at home and as independent for as long as possible. Over the coming years there is the identified need for the further development of “Extra Care” provision as a ‘step up’ from living at home, including models which can support people with more complex needs. The Care and Accommodation Strategy explains findings from recent assessments and identifies the need for an additional 260 units of extra care accommodation by 2037. These plans will be worked through in more detail during 23/24 and 24/25.

Planning have made specific site allocations in the draft “Local Plan” to accommodate a total of 175 extra care units and 126 nursing home beds to meet growing demands. Two specific sites have been allocated for extra care and nursing care provision as BFC continues to look at the development of additional provision on the council’s own land, as this comes forward for development.

### 18+ Domiciliary Market

The below table shows a breakdown of the Fair Cost of Care and Market Sustainability Grant for 2022-23. As shown in the table, Bracknell Forest spent £182,239 on 18+ domiciliary care to cover the increase in the homecare Framework rate from £19.40 to £19.70.

#### Fair Cost of Care and Market Sustainability Grant 2022-23

Spending associated with fee increases for 18+ domiciliary care (including domiciliary care providers who operate in extra care settings), £	<b>£182,239</b>
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*\*Data table taken from Annex A*

It should be noted that sustaining the current £19.70/hr Framework rate is generating a negative budgetary position in 22/23 which will need to be addressed in future years. Significant funding is likely to be needed simply to sustain current service. Increases in demand (13% year on year) is driven by the increasing demographic demand and the increasing needs of an ageing population. Financial pressures are a result of the absence of additional grants previously afforded to local authorities, alongside the financial crisis, increases in the cost of living, inflation, increases in National Insurance, minimum wage and further increases to operational costs.

With the identified demand for complex support comes the requirement for more highly trained and qualified staff to meet increasingly complex needs. The inability to pay a sustainable rate will impact the quality of service. This is on top of the current increases in the cost of living as well as the continued pressures on Recruitment and Retention and the associated pay gap to other professions. Regardless of the impact of the care reforms without significant increases in funding future uplifts will struggle to meet the increasing costs of this service over the coming years.

Therefore in 2023/24 and 2024/25 BFC plans to use the allocated funding to support any uplifts that are required to meet increasing pressures and to sustain the delivery and current quality of this service.