

Meeting: Strategic Commissioning Board			
Meeting Date	12 April 2021	Action	Approve
Item No	10.4	Confidential / Freedom of Information Status	No
Title	Adult Social Care Provider Fee Uplifts 2021/22		
Presented By	Will Blandamer, Executive Director of Strategic Commissioning		
Author	Matthew Logan, Provider Relationship Lead Julie Gonda, Director of Community Commissioning (DASS)		
Clinical Lead	-		
Council Lead	Cllr Simpson, Communities and Wellbeing		

Executive Summary

This report details the fee engagement process including timelines and proposed recommendations for the fee proposal to contracted providers of adult social care services for the period 2021/22

Recommendations

It is recommended that the Strategic Commissioning Board approve the following Adult Social Care Provider Fee Uplifts:

Care Homes

Older Adults Residential Care

Weekly Fee Rate 2020/21	% Uplift	Increase (£)	Weekly Fee Rate 2021/22
£502.95	0.9%	£4.77	£507.72

Older Adults Residential Dementia

Weekly Fee Rate 2020/21	% Uplift	Increase (£)	Weekly Fee Rate 2021/22
£517.95	0.9%	£4.77	£522.72

Older Adults General Nursing

Weekly Fee Rate 2020/21	% Uplift	Increase (£)	Weekly Fee Rate 2021/22
£502.95	3.9%	£19.77	£522.72

Older Adults Nursing Dementia

Weekly Fee Rate	% Uplift	Increase (£)	Weekly Fee Rate
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2020/21			2021/22
£532.95	6.4%	£34.77	£567.72

Adults Residential Care MH/LD/PD

Weekly Fee Rate 2020/21	% Uplift	Increase (£)	Weekly Fee Rate 2021/22
£502.95	0.9%	£4.77	£507.95

Care at Home

Care at Home (Framework)

Hourly Fee Rate 2020/21	% Uplift	Increase (£)	Hourly Fee Rate 2021/22
£16.13	2.3%	£0.37	£16.50

Care at Home Complex

Hourly Fee Rate 2020/21	% Uplift	Increase (£)	Hourly Fee Rate 2021/22
£16.13	2.3%	£0.37	£16.50

Supported Living

Supported Living Waking Hours

Hourly Fee Rate 2020/21	% Uplift	Increase (£)	Hourly Fee Rate 2021/22
£16.13	1.2%	£0.19	£16.32

Supported Living Sleep in rate

Hourly Fee Rate Sleep-in 2020/21	% Uplift	Increase (£)	Hourly Fee Rate Sleep-in 2021/22
£9.55	1.9%	£0.18	£9.73

Direct Payments (Personal Assistants)


Hourly Fee Rate 2020/21	% Uplift	Increase (£)	Hourly Fee Rate 2021/22
£10.48	1.9%	£0.20	£10.68

Links to Strategic Objectives/Corporate Plan

Yes

Does this report seek to address any of the risks included on the Governing Body / Council Assurance Framework? If yes, state which risk below:	No

Implications						
Are there any quality, safeguarding or patient experience implications?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
Has any engagement (clinical, stakeholder or public/patient) been undertaken in relation to this report?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Have any departments/organisations who will be affected been consulted?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Are there any conflicts of interest arising from the proposal or decision being requested?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
Are there any financial implications?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Are there any legal implications?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Are there any health and safety issues?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
How do proposals align with Health & Wellbeing Strategy?	The proposal to uplifts provider fees to allow Bury Adult Social Care Providers to meet the increased costs demands and thus continue to meet the needs of the people of Bury aligns to the Health and Wellbeing strategy.					
How do proposals align with Locality Plan?	The proposals to uplift provider fees aligns to the Locality Plan.					
How do proposals align with the Commissioning Strategy?	The proposals align to the commissioning strategy well as the support the over-arching sustainability of Adult Social Care Providers whilst also supporting the development of the market to meet the needs of Bury customers in the future and providing value for money.					
Are there any Public, Patient and Service User Implications?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
How do the proposals help to reduce health inequalities?	The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to tackling the health inequalities in the borough and ensuring the most vulnerable people in Bury have their needs met.					
Is there any scrutiny interest?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
What are the Information Governance/ Access to Information implications?						

Implications						
Is an Equality, Privacy or Quality Impact Assessment required?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
If yes, has an Equality, Privacy or Quality Impact Assessment been completed?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
If yes, please give details below:						
 Equality Assessment - Fee Setting 5.11.20.do						
If no, please detail below the reason for not completing an Equality, Privacy or Quality Impact Assessment:						
Are there any associated risks including Conflicts of Interest?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
Are the risks on the CCG /Council/ Strategic Commissioning Board's Risk Register?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Additional details						

Governance and Reporting		
Meeting	Date	Outcome
Community Commissioning Management Team (CCMT)	09/03/2021	Recommended

Adult Social Care Contracted Provider Fees 2021/22

1. Introduction

- 1.1 The Council has undertaken an engagement process with contracted providers of adult social care services in order to define both the fee proposals for 2021/22 and determine the final fee recommendations.

The Community Commissioning Division usually reviews fee rates on an annual basis. It is recommended that the fee arrangements proposed this year are also for one year only 1st April 2021 – 31st March 2022.

This report provides recommendations for the payment of fees in relation to the following service areas:

- Older Adults Residential Care
- Adults Mental Health (MH)/Learning Disabilities (LD)/Physical Disabilities (PD) Residential Care

- Care at Home
- Care at Home - Complex
- Supported Living
- Direct Payment

Not covered by this report:

- Out of Borough Services where we pay the host authority agreed annual rate.

2. Real Living Wage

- 2.1 The Council have recently announced a commitment that all paid carers will receive the Real Living Wage. This is currently £9.50p/h and any increase in fee rates to support the implementation of this will obviously affect those outlined in this report.
- 2.2.1 Work has started to develop a model to achieve this aim and fully engage with providers so any un-intended consequence can be managed, however, this is likely to take time. With a view to setting a level of fee increase as soon as possible it was felt that the standard fee uplift and any RLW uplift should be treated separately. Once work on the RLW has completed a second report with updated fee rates will come to CCMT and SCB for sign off.

3. Fee Proposal

- 3.1 In response to the above, and feedback from providers the following option is proposed:
- Continue with the development of a tiered fee model specifically within Care Homes in order to support the strategic direction of Bury and future market development. Two years ago a dementia premium was introduced in Bury for the first time and last year a nursing dementia premium. This year those premiums will be increased and a general nursing premium will also be introduced.
 - This will form the basis of care home fee setting in the future with areas of development such as Dementia and nursing care receiving higher level increases. It is a common complaint that there is little reason for Providers to expand into those areas where we are seeing and continue to expect increased demand when there is little differentiation between the fee levels.
 - Standard Supported Living Fees in Bury were the highest in GM in 2020/21 giving scope to use the budget to increase fees in other areas and less in Supported Living but still retaining a competitive fee rate. A larger increase has therefore been proposed for Care at Home, another area of the market we are looking to develop.

4. Residential Care 2021/22 Fee Proposal

- 4.1. The Council proposes to increase the weekly fees paid per person to providers for the provision of Older Adults Residential Care as shown below:

Weekly Fee Rate 2020/21	% Uplift	Increase (£)	Weekly Fee Rate 2021/22
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£502.95	0.9%	£4.77	£507.72
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Older Adults Residential Dementia Care 2021/22 Fee Proposal

Weekly Fee Rate 2020/21	% Uplift	Increase (£)	Weekly Fee Rate 2021/22
£517.95	0.9%	£4.77	£522.72

Older Adults General Nursing Care 2021/22 Fee Proposal

Weekly Fee Rate 2020/21	% Uplift	Increase (£)	Weekly Fee Rate 2021/22
£502.95	3.9%	£19.77	£522.72

Older Adults Nursing Dementia Care 2021/22 Fee Proposal

Weekly Fee Rate 2020/21	% Uplift	Increase (£)	Weekly Fee Rate 2021/22
£532.95	6.4%	£34.77	£567.72

Adults Residential Care MH/LD/PD 2021/22 Fee Proposal

Weekly Fee Rate 2020/21	% Uplift	Increase (£)	Weekly Fee Rate 2021/22
£502.95	0.9%	£4.77	£507.95

5. Care at Home 2021/22 Fee Proposal

5.1. The Council proposes to increase the hourly fees paid per person to providers for the provision of Care at Home as shown below:

Hourly Fee Rate 2020/21	% Uplift	Increase (£)	Hourly Fee Rate 2021/22
£16.13	2.3%	£0.37	£16.50

5.2 The Council proposes to increase the hourly fees paid per person to providers for the provision of Care at Home Complex as shown below:

Hourly Fee Rate 2020/21	% Uplift	Increase (£)	Hourly Fee Rate 2021/22
£16.13	2.3%	£0.37	£16.50

6. Supported Living 2021/22 Fee Proposal

6.1. The Council proposes to increase the hourly rate paid per person to providers for the

provision of Supported Living services as shown below:

Hourly Fee Rate 2020/21	% Uplift	Increase (£)	Hourly Fee Rate 2021/22
£16.13	1.2%	£0.19	£16.32

The Council proposes to increase the hourly rate for Sleep-in support as shown below:

Hourly Fee Rate Sleep-in 2020/21	% Uplift	Increase (£)	Hourly Fee Rate Sleep-in 2021/22
£9.55	1.9%	£0.18	£9.73

7. Direct Payments 2021/22 Fees Proposal

7.1 The Council proposes to increase the hourly rate paid per person to a personal assistant for those in receipt of Direct Payments as shown below:

Hourly Fee Rate 2020/21	% Uplift	Increase (£)	Hourly Fee Rate 2021/22
£10.48	1.9%	£0.20	£10.68

8. Financial impact

8.1 The proposals above are funded by uplifts to the Council's core Adult Social Care budget, in accordance with the Budget Report approved by Council on 24 February 2021.

9 Added Value

9.1 One of the main focuses for this year's fee engagement has been to work alongside Providers to identify innovative support towards their sustainability and growth that is not reliant on just a fee uplift.

Additional support to be offered includes:

- Proposal to formalise Innovation and market sustainability fund. Providers would be able to bid for funding towards new and innovative ideas aimed at developing staff and improving provider efficiency and sustainability.
- Free qualifications for staff including Level 2 Health and Social Care via partnership with the Growth Company.
- Proposal to fund the purchase of discount cards for every staff member working for a Bury Care Provider. Work ongoing with relevant Council officers to extend Council benefits including discounted gym memberships to contracted providers. Designed to allow Providers to use this to support both recruitment and retention.
- Support the establishment of Bury Provider Network.

- Commitment to support providers looking to diversify/change their business model.

10 Financial Context 2020-21

10.1 The financial year 2020/21 has been like no other in recent times and the Council, and Adult Social Care particularly, faces delivering extremely challenging cost savings that dwarf even those required during Central Government's austerity programme. Local Authorities have been subject to ongoing funding reductions since 2010, however, the impact of the COVID-19 pandemic has exacerbated this even further. This is set against continuing economic and demographic pressures faced by the Council and Care Providers in Bury placing an ever greater strain on shrinking resources.

11 Fee Engagement Process 2021-22

11.1 The Council undertakes an annual fee engagement process with contracted providers, in line with good practice and statutory legislation, which states that when setting and reviewing fee costs, Councils should have due regard to the actual costs of providing care and other local factors, along with a responsibility for managing the local care market.

11.2 An overview of the fee engagement process can be found in Appendix 1 outlines the fee engagement timeline.

11.3 Alongside the standard fee engagement process which includes requesting cost pressures from Providers, the Council has expanded this to look at wider operational pressures as well. This with a view to continue working in partnership with providers to develop a more holistic offer of support. Fee engagement working groups have also been re-established and they are to continue as the Strategic Provider Working Groups throughout the year.

11.4 These working groups have not only discuss fee proposals but also strategic direction, mutual support and innovative practices in order to not only support the sustainability of the provider market but support its growth. Discussions have also started with CCG and CHC colleagues to ensure a joined up, system approach to provider engagement and they are invited to attend.

12 Cost Pressures

12.1 It is acknowledged that all providers of social care are facing the following national cost pressures over the next 12 months:

- National Living Wage 2.18% increase
 - Inflation
 - Unknown Brexit impact
 - CQC Registration
 - Energy Prices
- Known and un-known COVID pressures including insurance increases/PPE costs etc

12.2 As shown above one of the cost pressures facing providers is the 2.18% increase in

the National Living Wage (NLW) from £8.72 per hour in 2020/21 for workers over the age of 25 to £8.91 per hour from April 2021. This increase has been captured for all care providers in the staffing element of their fee uplift.

12.3 It is evident that many providers of social care pay the majority of employees, at or near to the minimum wage and as employee costs equate to a large proportion of expenditure for social care providers, the mandatory requirement to increase pay to those employees that are paid the minimum wage will result in a cost pressure.

12.4 There will also be an expectation from those employees that are paid close to the minimum wage that the differential will continue to be maintained or there will be a real risk that the profession will become less attractive to existing or potential employees and providers will struggle to recruit either sufficient numbers or caliber of people.

13 Benchmarking AGMA Council Fee Rates

13.1 Another issue to consider when setting fee rates is that of fee rates paid in neighboring authorities, to ensure that the Council pays comparable rates to others, which creates an element of stability to the wider market across Greater Manchester (GM). Partners across GM are not yet in a position to share their fee rates, however dialogue will continue.

14 Consultation – Provider Feedback

14.1 Provider responses to the cost and operational pressure forms have been collated and questions/suggestions raised will be sent to all providers as a formal Question & Answer response along with the Offer letter. Pressures were broadly similar across providers with the main themes being:

- Increasing PPE/cleaning costs and those associated with the COVID pandemic.
- Increased in Insurance costs
- Year on year inflation and NLW uplifts
- Increased CQC costs
- Reduced occupancy and capacity with care homes and care at home providers.

15 Appendices

Appendix 1 Engagement Timeline



2021-22 Fee
Engagement timeline.

Matthew Logan
Provider Relationship Lead
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Equality Analysis Form

The following questions will document the effect of your service or proposed policy, procedure, working practice, strategy or decision (hereafter referred to as 'policy') on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty.

1. RESPONSIBILITY

Department	Community Commissioning Division	
Service	Provider Relationship Team	
Proposed policy	Provider fee setting	
Date	3/11/2020	
Officer responsible for the 'policy' and for completing the equality analysis	Name	Matthew Logan
	Post Title	Provider Relationship Lead
	Contact Number	0161 253 7252
	Signature	m.logan
	Date	3/11/2020

2. AIMS

What is the purpose of the policy/service and what is it intended to achieve?	<p>Each year the Council carries out a fee setting process for its Adult Social Care Providers. This includes for:</p> <ul style="list-style-type: none"> • Care Homes • Care at Home • Supported Living • Direct Payments <p>The fees provided must be in line with the available Council budget, ensure the Council meets its duties under the Care Act and supports provider sustainability. The aim is to encourage a robust and vibrant market suitable for meeting the current needs of Bury's vulnerable people and the borough's future demands.</p>
Who are the main stakeholders?	<p>Commissioned Care Providers Bury Council Provider Relationship Team Bury Council Corporate Core</p>

3. ESTABLISHING RELEVANCE TO EQUALITY

3a. Using the drop down lists below, please advise whether the policy/service has either a positive or negative effect on any groups of people with protected equality characteristics. If you answer yes to any question, please also explain why and how that group of people will be affected.

Protected equality characteristic	Positive effect (Yes/No)	Negative effect (Yes/No)	Explanation
Race	Yes	Yes	<p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to meet the needs of Bury customers. The impact of this is felt by all those who receive commissioned service from Adult Social Care irrespective of protected equality characteristic.</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision, contingency plans are already in place to ensure their needs continue to be met.</p> <p>Separate contractual and quality measures are employed with all Providers to ensure appropriate equality policies are implemented and adhered to and staff appropriately trained.</p>
Disability	Yes	Yes	<p>Adult Social Care Providers support the most vulnerable people of society including those with levels of disability where required.</p> <p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to meet the needs of Bury customers.</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision,</p>

			contingency plans are already in place to ensure their needs continue to be met.
Gender	Yes	Yes	<p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to meet the needs of Bury customers. The impact of this is felt by all those who receive commissioned service from Adult Social Care irrespective of protected equality characteristic including Gender</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision, contingency plans are already in place to ensure their needs continue to be met.</p> <p>Separate contractual and quality measures are employed with all Providers to ensure appropriate equality policies are implemented and adhered to and staff appropriately trained.</p>
Gender reassignment	Yes	Yes	<p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to meet the needs of Bury customers. The impact of this is felt by all those who receive commissioned service from Adult Social Care irrespective of protected equality characteristic including gender reassignment</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision, contingency plans are already in place to ensure their needs continue to be met.</p> <p>Separate contractual and quality measures are employed with all Providers to ensure appropriate equality policies are implemented and adhered to and staff appropriately trained.</p>

Age	Yes	Yes	<p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to meet the needs of Bury customers. The impact of this is felt by all those who receive commissioned service from Adult Social Care irrespective of protected equality characteristic. Adult Social Care supports those over 18.</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision, contingency plans are already in place to ensure their needs continue to be met.</p> <p>Separate contractual and quality measures are employed with all Providers to ensure appropriate equality policies are implemented and adhered to and staff appropriately trained.</p>
Sexual orientation	Yes	Yes	<p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to meet the needs of Bury customers. The impact of this is felt by all those who receive commissioned service from Adult Social Care irrespective of protected equality characteristic including sexual orientation.</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision, contingency plans are already in place to ensure their needs continue to be met.</p> <p>Separate contractual and quality measures are employed with all Providers to ensure appropriate equality policies are implemented and adhered to and staff appropriately trained.</p>
Religion or belief	Yes	Yes	<p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to</p>

			<p>meet the needs of Bury customers. The impact of this is felt by all those who receive commissioned service from Adult Social Care irrespective of protected equality characteristic including religion.</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision, contingency plans are already in place to ensure their needs continue to be met.</p> <p>Separate contractual and quality measures are employed with all Providers to ensure appropriate equality policies are implemented and adhered to and staff appropriately trained.</p>
Caring responsibilities	Yes	Yes	<p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to meet the needs of Bury customers. The impact of this is felt by all those who receive commissioned service from Adult Social Care irrespective of protected equality characteristic.</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision, contingency plans are already in place to ensure their needs continue to be met.</p> <p>Separate contractual and quality measures are employed with all Providers to ensure appropriate equality policies are implemented and adhered to and staff appropriately trained.</p>
Pregnancy or maternity	Yes	Yes	<p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to meet the needs of Bury customers. The impact of this is felt by all those who receive commissioned service from Adult Social Care irrespective of</p>

			<p>protected equality characteristic.</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision, contingency plans are already in place to ensure their needs continue to be met.</p> <p>Separate contractual and quality measures are employed with all Providers to ensure appropriate equality policies are implemented and adhered to and staff appropriately trained.</p>
Marriage or civil partnership	Yes	Yes	<p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to meet the needs of Bury customers. The impact of this is felt by all those who receive commissioned service from Adult Social Care irrespective of protected equality characteristic.</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision, contingency plans are already in place to ensure their needs continue to be met.</p> <p>Separate contractual and quality measures are employed with all Providers to ensure appropriate equality policies are implemented and adhered to and staff appropriately trained.</p>

3b. Using the drop down lists below, please advise whether or not our policy/service has relevance to the Public Sector Equality Duty. If you answer yes to any question, please explain why.

General Public Sector Equality Duties	Relevance (Yes/No)	Reason for the relevance
Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	Yes	Provider fee setting is for Adult Social Care Providers. Eligibility for Adult Social Care services is based on assessed support needs rather than protected characteristics; enable people to have their care and support needs met and live as independently as possible.
Need to advance equality of opportunity between people who share a protected characteristic and those who do not (eg. by removing or minimising disadvantages or meeting needs)	Yes	Provider fee setting is for Adult Social Care Providers. Eligibility for Adult Social Care services is based on assessed support needs rather than protected characteristics; enable people to have their care and support needs met and live as independently as possible.
Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding)	No	

If you answered 'YES' to any of the questions in 3a and 3b

Go straight to Question 4

If you answered 'NO' to all of the questions in 3a and 3b

Go to Question 3c and do not answer questions 4-6

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3c. If you have answered 'No' to all the questions in 3a and 3b please explain why you feel that your policy/service has no relevance to equality.

N/A

4. EQUALITY INFORMATION AND ENGAGEMENT

4a. For a service plan, please list what equality information you currently have available, **OR** for a new/changed policy or practice please list what equality information you considered and engagement you have carried out in relation to it.

Please provide a link if the information is published on the web and advise when it was last updated?

(NB. Equality information can be both qualitative and quantitative. It includes knowledge of service users, satisfaction rates, compliments and complaints, the results of surveys or other engagement activities and should be broken down by equality characteristics where relevant.)

Details of the equality information or engagement	Internet link if published	Date last updated
Contract monitoring information		
Review template information		
Questionnaires	Provider consultation to be shared	
Face to face discussions	Strategic Provider Groups established	
Age-friendly Bury Plan		
GM Age-friendly Bury Strategy		
Bury Directory website		

4b. Are there any information gaps, and if so how do you plan to tackle them?

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5. CONCLUSIONS OF THE EQUALITY ANALYSIS

What will the likely overall effect of your policy/service plan be on equality?	The fee setting process will support provider sustainability and allow those eligible for Adult Social Care services to continue to have their needs met.
If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?	
Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.	
What steps do you intend to take now in respect of the implementation of your policy/service plan?	Consult with Providers around initial fee proposals, the challenges they face and what holistic response, alongside an increased fee rate, the Council and partners can provide.

6. MONITORING AND REVIEW

If you intend to proceed with your policy/service plan, please detail what monitoring arrangements (if appropriate) you will put in place to monitor the ongoing effects. Please also state when the policy/service plan will be reviewed.

TBC

COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY REPORTS/SERVICE PLANS AND ALSO SENT TO YOUR DEPARTMENTAL EQUALITY REPRESENTATIVE FOR RECORDING.

2021/22 Fee Engagement Timescales

Activity	Timescale
Formal launch fee consultation with request for care providers to take part in working group	23/12/2020
Initial working group meeting	Week beginning 11/1/2021
Second working group meeting	Week beginning 1/2/2021
Stage 2 - Letter and Cost Pressures Form issued to providers	04/02/2021
Third working group meeting	Week beginning 22/2/2021
Stage 3 - Fee proposal issues to providers for consultation	Week beginning 8/3/2021
Fourth working group meeting	Week beginning 15/3/2021
Stage 4 - Final fee offer issued	13/04/2021

Note: Working groups will continue following the end of this timeline to allow for continual engagement, development and support for Providers in developing innovative support solutions.