

Appendix 4: Planned allocation of additional MSIF grant

Proposal	23/24 cost	24/25 cost
Workforce Retention and Development Investment. (Practice Development Staff: 1xG9, 4xG7 and 1xG5 (midpoints+ 30%) fixed term 18 months)	£138,468	£276,936
Workforce Retention and Wellbeing (Care Friends app to increase recruitment of social work staff and social care staff)	£200,000	£100,000
Workforce Retention and Wellbeing (Social Care Heroes)	£100,000	£0
Social Care Academy (Workforce Retention and Wellbeing)	£50,000	£0
Discharge from Hospital (Retention of 28 FTE frontline staff across STIT and Enablement)	£1,453,000	£1,089,750
Waiting Lists (Agency teams for 3 months to address urgent waiting lists)	£602,400	£0
Waiting Lists (Business Support CPLI project)	£48,000	£63,300
Workforce Recruitment & Retention (Promoting recruitment into PA workforce)	£22,000	£0
Workforce Recruitment & Retention (Recruitment and Retention Grants to Providers)	£1,500,000	£800,000
TOTAL	£4,113,868	£2,329,986
AVAILABLE GRANT	£4,114,255	£2,331,000
BALANCE	£387	£1,014

Description	Lead
<ul style="list-style-type: none"> •Engagement with Internal and External Workforce, including Sheffield Workforce Engagement Board •Wellbeing Action Plan and Staff Workforce Plan •Raising the standing of social care with wider sector •Recruitment activity to support workforce retention •Key projects under the Care Sector Workforce Dev Strategy •Implementation of LGA Workforce Standards for Sector •Implementation of Unison and GMB Care Charters 	Dawn Bassinder / John Chamberlain
Use of VCF sector app to incentivise promoting vacancies and strengthening workforce retention. To be reviewed for 2nd year extension.	Dawn Bassinder / John Chamberlain
Wellbeing initiative for social care workforce. Currently supports care home workforce, funding would expand to wider care workforce as a pilot.	Dawn Bassinder / John Chamberlain
Seed funding to aid establishment of social care academy: offering job advice, career guidance and development; apprenticeships and opportunities to gain management, specialist and leadership training social care careers.	Dawn Bassinder / John Chamberlain
Halt on 23/24 budget plan to reduce staffing budgets; Retention of staff delivering approx. 2,000 hours care and support hours per week and facilitating hospital discharge.	Nicola Afzal
Mental Health - backlog of reviews following transfer of clients from SHSC	Tim Gollins / Tanya Boden
Future Options - supported living reviews	Andrew Wheawall / Stacie Ridley
Future Options - review of 1-2-1 and doublehand support	
Living and Ageing Well - care home reviews	Jo Pass / Nicola Scott
Releasing admin workload from social workers relating to updates and amendments to care packages - increasing capacity for assessment and reviews.	Andrew Wheawall / Michelle Glossop
Promotional materials that can be used both this year and next to promote career options as a personal assistant for people with a direct payment.	Catherine Bunten/ Mary Gardner
Supports stability in the provider market - this is applicable to different provider types including care homes, community based care and PAs.	Catherine Bunten

Metrics
<ul style="list-style-type: none"> • Reduced % of vacancies in Social Care • More representative Social Care Workforce • Improved workforce retention rates including % turnover of staff • Increased apprenticeship rates for Social Care workforce
<ul style="list-style-type: none"> • Increasing recruitment rates for Social Care Workforce • Decreasing turnover of Social Care Workforce • Increased recruitment of Social Workers in Sheffield
<ul style="list-style-type: none"> • Increasing workforce wellbeing & morale • Reduced turnover for social care workforce
<ul style="list-style-type: none"> • Increasing recruitment rates for Social Care Workforce • Decreasing turnover of Social Care Workforce • Increased recruitment of Social Workers in Sheffield
<ul style="list-style-type: none"> • Discharge rates from hospital • Waiting list for STIT
<p>Cuts assessment times and reduces immediate risks. Releases capacity in permanent teams to deliver BAU assessments and reviews.</p> <ul style="list-style-type: none"> • MH review rate • Reviews due over 18 months
<ul style="list-style-type: none"> • Review rate - future options
<ul style="list-style-type: none"> • Increasing recruitment rates for PA Workforce
<ul style="list-style-type: none"> • Existing MSIF reporting: <p>Fee rate information: Homecare18+</p>

