

HAMPSHIRE COUNTY COUNCIL

Decision Report

Decision Maker	Executive Lead Member for Adult Social Care and Public Health
Date:	16 July 2024
Title:	Approval to Spend for Public Health Nursing Services 2020 - 2027
Report From:	Director of Public Health

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Purpose of this Report

1. The purpose of this report is to seek approval to spend for an additional £20 million above the existing permission to spend maximum value of £144.7 million with delegated authority to the Director of Public Health to agree the final amount with provider.
2. This is to fund the nationally agreed Agenda for Change pay awards for NHS staff. At the time of the original decision, seeking permission to spend prior to procuring the current Public Health Nursing service, in January 2019, the details of these pay awards were not known.

Recommendation(s)

3. That the Executive Lead Member for Adult Social Care and Public Health gives approval to increase spend by an additional sum of £20 million to a total contract value of £164.7 million over 7 years, for the nationally set Agenda for Change pay awards for the Public Health Nursing Service provided by Southern Health NHS Foundation Trust (commenced 1 August 2020 with a contract end date of 31 July 2027) increasing the previously approved spend as set out in this report.
4. That the Executive Lead Member for Adult Social Care and Public Health gives approval for the contract for the Public Health Nursing service provided by Southern Health NHS Foundation Trust to be modified to increase the contract value by £20 million, to a total contract value to £164.7 million over a total period of 7 years, to accommodate the nationally set Agenda for Change pay awards for NHS staff.

Executive Summary

5. This report seeks to gain approval from the Executive Lead Member for Adult Social Care and Public Health for the contract for the Public Health Nursing service provided by Southern Health NHS Foundation Trust to be modified to increase the contract value by £20 million, for the nationally set Agenda for Change pay awards. This will bring the total contract value to £164.7 million over a total period of 7 years.
6. The current Hampshire Public Health Nursing Service delivers the Healthy Child Programme (through health visiting, school nursing and the Family Nurse Partnership) supporting babies, children, young people (aged 0-19 and up to 25 for those with SEND or leaving care) and families. The service is offered at four levels, community, universal, specialist and targeted. At the community level, families can access general advice and information through face-to-face groups (e.g. breastfeeding support) and the digital offer (e.g. through the [Hampshire Healthy Families](#) website). The universal level includes five mandated contacts (antenatal, new birth within 10-14 days, postnatal at 6-8 weeks, between 9 and 12 months and then between 2 and 2 ½ years), vision screening in Reception year and the delivery of the National Child Measurement Programme. Specialist support involves short pieces of care planning to support families with a specific issue (e.g. healthy weight) and targeted support involves longer-term and often multi-agency support for more complex issues.
7. This service is now in year 4 of the contract which started 1 August 2020 and will end 31 July 2027. It is provided by Southern Health NHS Foundation Trust (the provider will become a new NHS organisation, Hampshire and Isle of Wight Healthcare NHS Foundation Trust in year 5 of the contract).
8. This paper is not about future procurement decisions or any change in service delivery locally.
9. This paper is about nationally agreed pay awards that NHS staff are eligible for. The provider is an NHS organisation and is required to pay these to their staff.
10. The funding is provided through the annual Public Health ring fenced grant and Public Health forwards this to providers according to local commissioning arrangements.
11. The NHS Agenda for Change pay awards were not known at the time of the previous decision in January 2019 and it is now known that the permission to spend level will not be sufficient to fund the pay uplifts in the final years of the contract.
12. NHS Agenda for Change pay awards paid to the provider are deemed a contract modification and are documented through contract variations. Each

new Agenda for Change pay award that is agreed with the provider within this contract, will be documented through a contract variation to reflect the modification to the contract.

Contextual information

13. The Hampshire Public Health Nursing service contract commenced on 1 August 2020 and runs until 31 July 2027. The contract is based on academic year cycles and the service is in year 4 of the contract.
14. The service is provided by Southern Health NHS Foundation Trust (which will become a new organisation, Hampshire and Isle of Wight Healthcare NHS Foundation Trust through Project Fusion within year 5 of the contract).
15. Staff employed by the NHS are on NHS Terms and Conditions (also known as Agenda for Change). The provider is required to pay these awards to their staff.
16. The current permission to spend approval is for £144.7 million, a sum that was calculated using the information available at the time of decision on 22 January 2019.
17. Throughout the life of this contract, a new pay award has been awarded on an annual basis and is then recurrent for the life of the contract. These are documented within contract variations to record the modification to the contract.
18. Based on forecasting of spend regarding the likely future requirements for Agenda for Change payments, it is now clear that the current permission to spend level will be insufficient to fund the pay uplifts in the final years of the contract; therefore, permission to spend a further £20 million is sought.
19. The Agenda for Change pay awards only apply to staff costs. The formula applied uses existing financial information from robust contract management processes to establish the proportion of the budget that relates to staffing. Whilst the level of future pay awards is currently unknown, it is estimated to be in the region of 3.5% and a small buffer has been included to ensure sufficient approval to spend at this time.
20. This funding will come from the Department for Health and Social Care (DHSC) Public Health Grant for Local Authorities. These Public Health grant allocations include the uplift for additional recurrent pay pressures from the NHS Agenda for Change (AfC) pay awards.
21. The Agenda for Change pay awards do not affect Public Health Nursing service delivery other than to support workforce recruitment and retention. There is no

change to the service offer to babies, children, young people and families resulting from these pay awards.

22. The Decision Record for the previous permission to spend paper can be found here:

<https://democracy.hants.gov.uk/documents/s29305/decision%20record.pdf>

Legal

23. This report includes an appendix setting out legal advice which is exempt from publication.

Finance

24. The current permission to spend level, approved in January 2019, is a maximum of £144.7 million.
25. Spend forecasting indicates that an additional sum of £20 million will be required to fund the likely Agenda for Change pay awards in the final years of the contract. This allows for a small buffer to ensure sufficient approval to spend at this time.
26. This will bring the total spend to a maximum sum of £164.7 million over 7 years.
27. This funding will come from the annual Department of Health and Social Care Public Health ring-fenced grant allocation which includes funding for these Agenda for Change pay awards.

Performance

28. There are no performance concerns with this service. There is a national workforce challenge that impacts on service delivery, but the provider works well with commissioners and is successfully delivering service transformation to support delivery and maintain quality.
29. Should Agenda for Change pay award funding not be passed on to the Public Health Nursing service provider, a cost pressure would be incurred which would lead to a reduction in service activity and consequently a reduction in public health outcomes for babies, children, young people and families.

Consultation and Equalities

30. There is no change to service and therefore no consultation required.

Climate Change Impact Assessment

31. There is no change to service, so no climate change assessments have been completed at this time.

Conclusions

32. The provider of the Public Health Nursing service is required to pay their staff the nationally agreed Agenda for Change pay awards.

33. This funding is provided by the Department of Health and Social Care into the Public Health ring-fenced grant.

34. The current permission to spend level is not sufficient to cover the forecast spend requirements for these pay awards in the last contract years.

35. Each pay award will be deemed a contract modification and documented in a contract variation.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	No
People in Hampshire live safe, healthy and independent lives:	Yes
People in Hampshire enjoy a rich and diverse environment:	No
People in Hampshire enjoy being part of strong, inclusive communities:	No

Other Significant Links

Links to previous Member decisions:	
<u>Title</u>	<u>Date</u>
The Decision Record for the previous permission to spend paper can be found here: https://democracy.hants.gov.uk/documents/s29305/decision%20record.pdf	22 nd January 2019
Direct links to specific legislation or Government Directives	
<u>Title</u>	<u>Date</u>

Section 100 D - Local Government Act 1972 - background documents	
<p>The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)</p>	
<u>Document</u>	<u>Location</u>
None	

EQUALITIES IMPACT ASSESSMENT:

Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

Equalities Impact Assessment:

See guidance at [Equality Impact Assessments \(EIA\) \(sharepoint.com\)](https://sharepoint.com)

Insert in full your **Equality Statement** which will either state:

- why you consider that the project/proposal will have a low or no impact on groups with protected characteristics or*
- will give details of the identified impacts and potential mitigating actions*