

Welcome to the latest Residential and Nursing Home communication from Hampshire and Isle of Wight (22 July 2020)

Dear Colleagues,

Please see below for essential COVID-19 updates on:

- CHC uplift in funding (Hampshire)

Infection Prevention and Control

- Personal protective equipment (PPE) – resource for care workers working in care homes during sustained COVID-19 transmission in England (updated)
- Hairdressers and Chiropodists

Other information

- Access to testing in care homes
- Support with Recruitment
- Trainee Nursing Associate Funding
- Skills for Care

Local information

- Telemedicine care home survey and south west Hampshire launch

CHC uplift in funding (Hampshire)

Since April, Clinical Commissioning Groups in Hampshire have been providing additional financial support to care homes in recognition that providers will be incurring additional COVID-19 related costs. This was for the immediate period; from 1 April up to 31 July 2020. CCG's undertook to keep these arrangements under review are pleased to confirm that the additional 10% payment has been extended until 30 September 2020.

- The additional payment of 10% applies to all packages of care in place at 31/03/2020, totalling around £800K per month. Part of this payment is being provided to support homes to meet the additional costs of staff sickness absence and staff self-isolation. They will be made to you on the understanding that you pay staff as per your sick pay policy and use the funding for agency staff to cover where necessary. To ensure the swift processing of your invoices please ensure invoices continue to reflect pre-existing agreed prices; the same invoice should also separately identify the additional 10% COVID 19 payment that is available for the period 01/04/2020 to 30/09/2020.
- Any care commissioned under a block contract will require discussion with the CCG's representative.
- CCG's will endeavour to process and pay invoices on receipt to help you with cash flow challenges. Please continue to send invoices to SBS and CHS as per your normal processes. Please note that the CCG has one provider BACS payment run per week, on Fridays, this includes all invoices approved for payment up to and including 16:00 on the Thursday. Payments will be received to providers the following Wednesday.

These measures are also conditional upon you agreeing to act and operate on an open book basis and making data available (if or as requested) to us to ensure transparency whilst working together with Hampshire County Council and the Clinical Commissioning Groups in Hampshire. Areas outside of Hampshire will communicate directly with non-Hampshire homes regarding CHC payments.

Personal protective equipment (PPE) – resource for care workers working in care homes during sustained COVID-19 transmission in England (updated)

This [document](#) was previously called 'how to work safely in care homes'. It was updated on 20 July.

What's changed...?

- **New requirement to wear a Type I or Type II face mask** for any situation when in a care home and at a distance of 2 metres or more away from residents. This includes when working in staff only areas, such as staff common rooms, office, laundry room, kitchen and applies to all roles (e.g. care workers, cleaners, receptionists etc.) even if you do not deliver care to residents. If you work alone in an office you will not be expected to wear a mask but when you leave the private work area to move through the care home building, e.g. on an errand, or for meal breaks, you should put on a surgical mask (Type I or II)
- More information on the role of masks
 - Type II surgical masks and Type IIR fluid repellent surgical masks (FRSMs) provide barrier protection against COVID-19, i.e. they protect your mouth and nose from being contaminated with the virus
 - Type I surgical masks do not protect you. Rather, they may prevent transmission in the care home by preventing staff wearing the face mask from passing on COVID-19 from their mouth and nose to other people
- Additional questions and answers have been added (Questions 4 and 31-34) along with updates to some existing questions and answers.

What's not changed...?

- Guidance for providing close personal care when in direct contact with the resident(s) (e.g. touching) OR within 2 metres of any resident who is coughing - **continues to require gloves, apron, TypellR fluid resistant surgical face mask and a risk assessment around eye protection**

- Guidance when within 2 metres of a resident but not delivering personal care or needing to touch them, and there is no one within 2 metres who has a cough - **continues to require TypellR fluid resistant surgical face mask only**

Hairdressers and Chiropodists

On a recent Care Home Q&A call the question about Chiropodists and Hairdressers visiting homes was raised. It is important that these people can visit your home to provide important services to residents. Homes are advised to take the following measures to ensure this is done safely:

- Correct IPC precautions are in place, including PPE, hand hygiene and cleaning
- Specifically – these staff should wear Type IIR fluid resistant surgical facemasks, full face visors, gloves and aprons
- All equipment should be single resident use/disposable (chiropody) or thoroughly decontaminated (hairdressers)
- You should have assurance around compliance with precautions
- These professionals should not be visiting premises with known outbreaks
- You should keep a record of who the person has visited/treated
- You must know the contact details of the chiropodist or hairdresser so they so that you can contact them in the event of a positive case
- You should have an agreement that they will inform you if they test positive for COVID-19.

In addition to these precautions, it is advised that you make arrangements for these visiting staff to be swabbed as part of the weekly staff swabbing or have assurance that they have been subject to regular testing. These staff potentially could be high risk due to the number of homes/clients they will be visiting and the fact they cannot social distance whilst they are carrying out their job.

Access to testing in care homes

Outbreak testing:

- Accessed via HIOW Health Protection Team (HPT) at Public Health England
 - **In hours: 0344 225 3861 option 2 (Option 2 is the Local HIOW Health Protection (HPT) Team. You need to speak with them about symptomatic residents or staff)**
 - **Out of hours: 0844 967 0082**

Other Care Home testing not covered by the [digital portal](#):

- Care Homes can now access this testing directly by completing the attached form and sending it directly to
 - community.testing@nhs.netvia NHS mail or .gov mail (you must not send resident details via an unsecure account).

If you are unsure about who to call about testing, or whether your resident is eligible for testing and how to do this, please contact the HIOW Infection Prevention and Control Team:

- Email: hiow.c19ipc@nhs.net
- Telephone: 08703156601

The service is available 7 days a week from 09.00 to 16.00.

Access to the [digital portal](#) for weekly staff and monthly resident testing.

Please don't forget to register your service on the care home testing portal so that you, your residents and staff can be regularly tested.

A high number of individuals in care homes have been found to be COVID-19 positive without exhibiting symptoms. It is, therefore, important for the health and safety of your staff and residents to take part in the testing programme.

You can register here: <https://www.gov.uk/apply-coronavirus-test-care-home>

Support with Recruitment

In response to COVID-19, The NHS Sustainability & Transformation Partnership (STP) has coordinated a recruitment group to support the capacity of the workforce in both Health & Social Care.

The project benefits from a recruitment manager coordinating responses of candidates who express an interest of working in social care. This includes:

- Contacting the candidate to confirm expression of interest
- Completes screening of the candidate to check skills, DBS, training or experience
- Contacts candidate to find out more including their preferred location.

If you are looking to recruit to your organisation, you can contact Eve to check if she has any expressions of interest in your area or if she can make potential candidates aware that you are recruiting. Contact Eve directly at: sehccg.hiowhub@nhs.net

Trainee Nursing Associate Funding

Health Education England would like to support Nursing Associate development within social care. To enable this HEE have allocated funding and is working in partnership with Skills for Care to administer and disburse this.

Key features of the funding:

- The offer is a **“one-off grant” of a maximum £12k per** Trainee Nursing Associate signed up to a Nursing Associate apprenticeship, as part of a pilot approach to this activity.
- The funding must be used to support **Trainee Nursing Associate starts by the end of March 2021**
- The funding is seen as a contribution **towards infrastructure development to:**
 - Support the develop of Registered Nurses in your organisation to develop and support the Trainee Nursing Associates,

- Cover any additional support needed by you as employer to accommodate the individual being at university or placement
- Contribute to development the Trainee Nursing Associate might need to support literacy, numeracy and study skills required for them to undertake the apprenticeship
- Applications for the grant will be considered on receipt of this document, including an action plan indicating how the funding will be utilised
- If this application is successful, the one-off grant will be paid to the organisation and activity monitored against the action plan provided
- The funding can be used in addition to any national funding made available by HEE or levy transfer, providing details are included in this application

If you require any additional information about the Nursing Associate apprenticeship or this funding, please email Debbie.boys@skillsforcare.org.uk

Skills for Care

[COVID-19 support End of Life Care](#)

During the COVID-19 pandemic, more than ever, people working in health and social care who may not be specialists in this area are finding themselves working with people who are dying, or whose condition is deteriorating rapidly. Click the [link](#) to find resources to support you.

[Providing apprenticeships during the coronavirus \(COVID-19\) outbreak](#)

This is a difficult time for apprentices, employers and providers of apprenticeship training, assessment and external assurance. The government is committed to supporting apprentices, and employers continue to build the skills capabilities the country needs now and in the future.

The Education and Skills Funding Agency (ESFA) is responding by taking steps to ensure that, wherever possible, apprentices can continue and complete their apprenticeship, despite any break they need to take as a result of coronavirus (COVID-19), and to support providers during this challenging time.

[Incentive payment –apprenticeship funding](#)

The Chancellor announced last week that the government would introduce a new apprentice recruitment incentive payment of £1,500-£2,000 for employers taking on new employees as apprentices between 1 August 2020 and 31 January 2021.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/900154/Apprenticeship_funding_in_England_from_Aug_2020_Policy_Document_FINAL.pdf

Local information

Telemedicine care home survey and south west Hampshire launch

The telemedicine service for selected care homes (both with and without nursing care) in Hampshire has been extended to include care homes in the south west region of Hampshire.

The service provides instant advice to care homes for residents who experience a sudden and unexpected health need between 8am-8pm seven days a week initially, enabling residents to receive faster care in the comfort of their own home. The care homes that are part of the [launch can be viewed via this map.](#)

The service will use Microsoft Teams (a secure digital audio and visual system) as a means to provide advice. Care homes can contact the service for a range of sudden and unexpected health events such as: an elevated RESTORE2™/NEWS score, falls/trauma, new confusion, pain management, breathlessness and suspected infections.


Fast facts:

- It's free
- It's open seven days a week between 8am – 8pm
- Care homes don't need any special equipment or software to access the service
- Just call on 0300 772 7765, if necessary the service will send the care home an invitation for a video consultation

Survey

The COVID-19 pandemic has raised the profile of developing the digital capabilities of care homes. Please can you complete this short survey <https://www.smartsurvey.co.uk/s/IOJ203/> , it will help us understand the readiness of your care home and if you need support to develop.

Questions to ask the University about the Nursing Associate Apprenticeship

Question	Some guidance	Your notes
What is the cost of the NA apprenticeship programme?	Although non-levy payers are required to pay 5% of this, levy payers would have to pay the full amount from their levy. There are some local arrangements in place for levy sharing and so do ask the University if they know of this for your area	
What is needed for the NMC for us a care service to have an apprentice Nursing Associate?	<p>Each University must list the partner organisations it works with to offer an apprenticeship and so they will require the following information about your service</p>  <p>nmc-apprenticeship-modification-form.docx</p> <p>The University is responsible for doing this. In most cases this just involves the NMC making sure the declaration is signed. If they have any particular concerns about the new employer such as an inadequate CQC rating then they might seek to undertake a full visit to be assured about their standards</p>	
When does the Apprenticeship start?	There tends to be 1-2 intakes a year and will fall within University schedules – so for example Sept or April start. However, do ask if there are any other cohorts being planned as this can be dependent on numbers and demand	
How long will this take?	The apprenticeship will take 2 years and involve 2300 hours spread over University time and placement opportunities – ask the university how they cover these hours	
How is the protected learning time arranged?	On average 40% of their working time will be required for them to attend college and placements within other services. The protected learning time part of this can include learning gained as people work, so do check out how the university monitor this and what they would need completing in order to evidence this.	
How are placements arranged?	Do ask whether you will be expected to arrange placements, or will the University do that? How are placements arranged; block, weekly or other? During the time your apprentice is on placement, will your service be required to have another Apprentice Nursing Associate and what do you need to provide?	
What does the individual need	What is required in terms of qualifications and functional skills before the person can start?	

to be able to undertake the apprenticeship?	How will this be assessed or checked? The potential NA apprentice may need some preparation for the level of study and functional skills- ask if the University know of any readiness or access courses that might be available	
What does the service need in place to be able to have an Apprenticeship Nursing Associate in place?	The workplace would need the appropriate level of Nurse supervision and assessment. Find out what the University will be providing and how they can support you in this	
Will a uniform be provided for the ANA?	Some universities do supply uniforms	
Where do placements tend to be?	It could be that you will be part of a local collaboration to organise placements or will the University do all of this? Remember the person will need to travel to their placement and incur travel costs to do that	
What will a typical week look like for Nursing Associate Apprentice?	This will help your service and the apprentice to understand what is expected of them	
What will the occupational health check involve and who arranges this?		
What is needed to support people in their functional skills and how can they access this?	Some university allow this to be taken alongside the apprenticeship, however others require this before they can start the apprenticeship – check this with the University	
Who arrange the end point assessment	Check that the university arranges the End Point Assessment	

Some more information about the Nursing Associate apprenticeship Programme

The university you decide upon will support the achievement of all of the requirements listed below:

- Delivered through a blend of supernumerary and time 'on the job' but protected for learning
- Students need to be released for academic learning for a period of time equivalent to a minimum of one day per week
- Need supernumerary for a period of time equivalent to one day a week - placement /practice learning
- Remaining 3 days, employers can specify how many hours 'supported learning time' - suggested one day as an example
 - 22.5 hours per week (HEI + supernumerary + SLT)
 - 1170 hours a year (based on 52 week year)
 - 98 hours per month
 - Achieve 2300 programme hours in 24 months
- The NMC requires all students achieve 2300 hours of theoretical and clinical training, 50% of which must be in clinical practice. In order to meet these hours, those on the apprenticeship pathway will complete clinical practice placements equalling 675 hours, plus the skills-focused simulated practice sessions (120 hours), and 355 hours of supported learning within their workplace.
- The programme they are undertaking is a foundation degree and includes a balance of theory and practice delivered through practice-based and tutor-supported learning. The programme is split 50-50 theoretical and practice
- The typical duration is around 2 years 4 months, this includes preparation for the end-point assessment. This is an evaluation of the values, skills, knowledge and behaviours of the apprentice as set out in the apprenticeship standard in order to ensure that they are occupationally competent to successfully complete their apprenticeship. The EPA comprises of two elements:
 - Practical observation – The independent assessor observes the apprentice during their working role. This will include questions and answers where necessary to provide evidence of skills, knowledge and behaviours (60 minutes).
 - Professional discussion – A professional discussion between the independent assessor and apprentice will be based on two scenarios that the apprentice must be able to relate to their practice (90 minutes).Apprentices will also have additional resources available to prepare them for the various components of the EPA.

- The assessment plan for the apprenticeship states that apprentices must complete approximately 3,000 hours (or 50% of their time, whichever is greatest) devoted to structured learning activities, including:
 - 675 hours of substantive practice placements
 - 600 hours 'off-the-job' learning (20% time each week for the duration of the apprenticeship, excluding leave)
 - For apprentices to complete the programme in 2 years 4 months, they will need to work at least 30 hours per week.
 - Apprentices follow a robust academic programme, which is subject to continuous assessment and exams where appropriate. This evidence of academic success (marks for assignments and end of module awards/credits) and development of skills and competences (assessed through the practice portfolio) will therefore prepare apprentices well for the challenge of the final EPA.

The entry requirements for the apprenticeship route are that applicants must:

- Be employed for at least one year in a role in the UK health and care sector providing care to enable them to meet the work-based learning outcomes;
- Have the support of their employer who will sign the application form;
- Have certified evidence of level 2 Maths and English (or equivalent).

Definition of off-the-job training

“Off-the-job training is defined as learning which is undertaken outside of the normal day-to-day working environment and leads towards the achievement of an apprenticeship. This can include training that is delivered at the apprentice’s normal place of work, but must not be delivered as part of their normal working duties.”

The off-the-job training must be directly relevant to the apprenticeship framework or standard and could include:

- “The teaching of theory (for example, lectures, role playing, simulation exercises, online learning, manufacturer training).
- “Practical training; shadowing; mentoring; industry visits and attendance at competitions.
- Learning support and time spent writing assessments/assignments.”

Off-the-job training does not include:

- “English and maths (up to level two) which is funded separately
- “progress reviews or on-programme assessment required for an apprenticeship framework or standard
- “training which takes place outside the apprentice’s paid working hours”

Evidencing the off-the-job

“The evidence pack must, among other things listed in the funding rules, contain:

“evidence to support the funding claimed and must be available to us if we need it. This must include details of how the 20 per cent ‘off-the-job’ training, excluding English and maths, will be quantified and delivered.

“details of employment including: the name of the employer and the agreed contracted hours of employment, including paid training and 20 per cent ‘off-the-job’ time, the total planned length of the apprenticeship.”