

8th January 2014**Agenda Item: 7****REPORT OF THE CORPORATE DIRECTOR FOR ADULT SOCIAL CARE,
HEALTH AND PUBLIC PROTECTION****NHS SUPPORT FOR SOCIAL CARE FUNDING****Purpose of the Report**

1. This report outlines the approach to allocating funds and key proposals for the investment of 2013/14 NHS Support for Social Care (s256) funding from the six Clinical Commissioning Groups (CCGs) in Nottinghamshire.
2. The proposals detailed in the report were initially approved by the Adult Social Care and Health Committee on 29 October 2012. A further report has been considered by the Adult Social Care and Health Committee on 6 January 2014 where Members have been requested to approve continuation of some elements of funding through to March 2014.
3. Since the NHS Support to Social Care Funding was initially announced by the Department of Health (DH) there has been significant organisational change within the NHS with the establishment of new structures including NHS England and the Area Teams, and locally with the establishment of six CCGs. As a result of these changes, it has taken some time for clear guidance to emerge in relation to the allocation and use of the funding. Also, the Council has sought agreement with the six new CCGs on the key priorities which meet both health and social care service requirements.
4. It is a requirement of NHS England that the Health and Wellbeing Board receives details of the funding allocation prior to it being transferred to the Council.

Information and Advice

5. In the 2011/12 Operating Framework for the NHS in England, the DH set out that Primary Care Trusts (PCTs) would receive allocations totalling £648 million in 2011/12 and £622 million in 2012/13 to support adult social care. This funding was in addition to the funding for reablement services that was incorporated within recurrent PCT allocations of £150 million in 2011/12 rising to £300 million from 2012/13.
6. From 2013/14, the funding transfer to local authorities became the responsibility of NHS England. In December 2012, in a letter to the Board of NHS England, the

DH laid out provisional information on the transfer, how it should be made, and the allocations due to each local authority.

7. For the 2013/14 financial year, the Board was instructed to transfer £859 million from its global allocation to local authorities. The amounts paid to individual local authorities were determined by the DH using the adult social care relative needs formulae.
8. The payments are made via an agreement under Section 256 of the 2006 NHS Act. The Board enters into an agreement with each local authority; however, before each agreement is made, certain conditions must be satisfied. These conditions are set out below:
 - The funding must be used to support adult social care services in each local authority, which also has a health benefit.
 - The local authority should agree with its local health partners how the funding is best used within social care, and the outcomes expected from this investment.
 - Local authorities and clinical commissioning groups should have regard to the Joint Strategic Needs Assessment (JSNA) for their local population, and existing commissioning plans for both health and social care, in how the funding is used.
 - Local authorities should demonstrate how the funding transfer will make a positive difference to social care services, and outcomes for service users, compared to service plans in the absence of the funding transfer.
9. The Board may also use the funding transfer to support existing services or transformation programmes, where:
 - such services or programmes are of benefit to the wider health and care system, provide good outcomes for service users, and would be reduced due to budget pressures in local authorities without this investment.
and/or
 - joint benefit with the health system and positive outcomes for service users have been identified
10. NHS England have further stipulated that any plans for the allocation of NHS Support to Social Care Funding should be approved by the local Health and Wellbeing Board.
11. The 'Caring for our future' White Paper also set out that the transfer of funding can be used to cover the small revenue costs to local authorities of the White Paper commitments in 2013/14 (excluding the Guaranteed Income Payments disregard, which is being funded through a grant from the DH). Nottinghamshire County Council's share of the national allocations in 2013/14 is £12.624 million. The County Council has committed £8.5 million of this sum (£5.0 million to fund an increase in demand for direct payments, £1.6 million to fund demographic

pressures including for nursing and dementia care home placements, £400,000 for short term and interim placements and £1.5 million to reduce the required saving on Supporting People) leaving an amount of £4.124 million.

Allocation of Resources

12. The overall aim, as stated in the previous Adult Social Care and Health Committee report of 29 October 2012 is to develop and maintain targeted services that prevent or reduce the need for more intensive support. In order to achieve this any service development or investment should achieve the following objectives:

- to promote integrated and joint working across health and social care
- to enable people to retain their independence for as long as possible and avoid/delay their need for social care support
- to reduce the need for ongoing support through reablement activity
- to facilitate safe and timely discharge from hospital in order to reduce unnecessary delays.

13. The services will also achieve the following outcomes:

- reduced long term admissions to care homes
- reduced numbers and levels of social care packages following a period of reablement
- increased numbers of older people having their health and care needs met closer to or within their own home
- increased numbers of people dying in their preferred place of death
- reduced emergency hospital admissions
- reduced emergency hospital re-admissions
- reduced length of stays in hospital in-patient beds.

14. Priorities for investment have been those identified as leading to:

- greater integration and alignment of health and social care systems
- projects or initiatives that actively support the delivery of the 'Living at Home' programme
- projects that offer community alternatives to unnecessary hospital admission and in-patient care
- initiatives that assist the delivery of national and local priorities as identified in the 'Nottinghamshire Health and Wellbeing' strategy, e.g. dementia, End of Life, Carers
- delivery of cost avoidance and efficiencies.

15. Discussions around the development of targeted services designed to prevent or reduce the need for more intensive health and social care input have taken place with colleagues within both the health community and across social care. These discussions have sought to make best use of a number of time limited resources, in addition to the s.256 funding.

16. The following areas and services proposed for the use of this funding, solely or alongside funding streams available to the Health service, are mainly one year only. Although the sums available for NHS Support to Social Care are only known up to the end of this year, the Comprehensive Spending Review (CSR) 2010 identified a national allocation for the period 2010-15. Where longer term commitments are identified the funding source is identified in the event that the NHS Support to Social Care funding is reduced.
17. All of these proposals meet one or more of the key objectives set.

Specific Service Developments

Mental Health Intermediate Care Service (MHICS)

18. Specialist Intermediate Care Teams for older people with mental health problems and dementia have been developed in Nottinghamshire over the past five years. They have proved to be successful in the districts where they have been introduced by reducing the numbers of people being admitted to hospital, urgent short-term care and long term care. Coverage of this service is now county-wide following the creation of teams in Bassetlaw, Gedling, Mansfield and Ashfield during 2012-13. The teams are funded mainly through by the CCGs with annual team costs at around £400,000 per team; the social care contribution being one social work post per team.
19. It is therefore proposed to continue funding;
- I. 1 fte (37 hours) temporary Social Worker, Pay Band A/B, SCP 29-39 (£31,458 - £42,057) for 12 months to 31 March 2014, be based in the Broxtowe MHICS team and the post be allocated approved car user status at a total of £42,800.
 - II. 3.5 fte (129.5 hours) temporary Social Workers, Pay Band A/B, SCP 29-39 (£31,458 - £42,057) be funded from 1st July 2013 to 31st March 2014, be based in Bassetlaw, Gedling and Mansfield/Ashfield and the posts be allocated approved car user status at a total of £112,350

Total Funding required: £155,150

Social Care Support to Memory Assessment Services (MAS)

20. Early diagnosis of dementia is one of the key aims of the National Dementia Strategy¹ and locally both Primary Care Trusts have committed additional funding to extend the provision of Memory Assessment Services across the county. In the 2011-12 NHS Operating Framework the Department of Health stipulated that funding should be made available to local authorities to provide social care support to the memory assessment services; the local allocations were £124,000 from County Primary Care Trust and £20,000 from Bassetlaw. Although this allocation was only made available last year the Department of Health expects

¹ [Living Well with Dementia – a National Dementia Strategy](#) – 3rd February 2009 – Department of Health

that local authorities should make a similar allowance from the s.256 funding to maintain this service. Currently the service is provided by the Alzheimer's Society.

Total Funding required: £54,000

Short term Assessment, Recuperation and Reablement beds (STARR service)

21. The Short term Assessment, Recuperation and Reablement Service (STARR) covers the Assessment Beds and other bed based services which support timely hospital discharges and provide an opportunity for recuperation. This includes beds which have been used for people being discharged from hospital who are unable to return home as they have upper or lower limb fractures otherwise known as non-weight bearing fractures.
22. The service which has been used to support people with upper or lower limb fractures has primarily been in Bassetlaw, Newark and Sherwood. In order to maintain this service funding is required for physiotherapy support.
23. The assessment bed service provides an alternative environment for recuperation, assessment and Reablement for older people who are medically fit and no longer need to remain in hospital, but at the time of discharge are unable to return home and so are at risk of being admitted into long-term residential care. In order to maintain and expand these services continued funding is required.
24. It is proposed to extend the following temporary posts until 31st March 2014
 - i. 3 fte (111 hours) Social Workers, Pay Band A/B, SCP 29-39 (£31,458 - £42,057), to cover Broxtowe, Gedling, Rushcliffe, Newark, Mansfield and Ashfield and the posts to carry approved car user status. 1st October 2013 to 31 March 2014, £64,200
 - ii. 0.5 fte (18.5 hours) Team Manager to cover Bassetlaw, Pay Band D, SCP 42-47 (£45,476 - £51,235) and the post be allocated car user status. 1 July 2013 to 31 March 2014, £19,300
 - iii. 0.5 fte (18.5 hours) Social Worker, Pay Band A/B, SCP 29-39 (£31,458 - £42,057), and the posts to carry approved car user status. 1 April 2013 to 31 March 2014 £21,400
 - iv. 1 fte (37 hours) Occupational Therapist, Pay Band A/B, SCP 29-39 (£31,458 - £42,057) to cover Broxtowe, Gedling, Rushcliffe and the posts to carry approved car user status. 1 July 2013 to 31 March 2014, £32,100
 - v. 1 fte (37 hours) Occupational Therapist, Pay Band A/B, SCP 29-39 (£31,458 - £42,057) to cover Mansfield and Ashfield and the post to carry approved car user status. 1 July 2013 to 31 March 2014, £32,100
 - vi. 1 fte (37 hours) Occupational Therapist, Pay Band A/B, SCP 29-39 (£31,458 - £42,057) to cover Bassetlaw, Newark and Sherwood and the

post to carry approved car user status. 1 July 2013 to 31 March 2014, £32,100

- vii. 3 fte (111 hours) Assessment Bed Workers Pay Band A/B, SCP 29-39 (£31,458 - £42,057), to cover work in the Intermediate Care Service, at a total cost of £109,800.

Total Funding required:

Assessment beds - £201,200

Assessment bed workers - £109,800

Non-weight bearing fracture beds - £200,000

Services to improve hospital discharge arrangements

25. Hospitals across the county continue to experience an unprecedented and sustained increase in demand for services. All the hospital trusts across the county are embarking on transformational projects to try new ways of working with the aim of improving patients' services whilst reducing the demand for inpatient care. The increasing demand and the drive to transform services is in turn placing additional pressures on the County Council for social care services specifically for; advice and signposting, weekend access, winter pressures, rapid response to home care services and services for younger people with physical disabilities. Extension of the temporary social work post for younger people with physical disabilities is being requested until 31 March 2014; other initiatives are being funded through winter pressures funding.

26. It is proposed to continue funding the following services to improve hospital discharge arrangements:

Nottingham University Hospitals (NUH) £102,800

- i. 1 fte (37 hours) temporary Social Worker (Younger Adult with Physical Disabilities), Pay Band A/B, SCP 29-39 (£31,458 - £42,057) be extended to 31 March 2014. The post holder will continue to cover Broxtowe, Gedling, Rushcliffe, and the post to carry approved car user status at a total of £42,800
- ii. A temporary rapid response homecare service to provide interim home care services to people in hospital awaiting discharge due to a delay in the start of their regular homecare services. This service has been commissioned until 31 March 2014 at a total of £60,000

Bassetlaw Hospitals Trust £172,235

- iii. 1 fte (37 hours) temporary Social Worker, Pay Band A/B, SCP 29-39 (£31,458 - £42,057) be funded for a period of 12 months with effect from date of appointment to work within the new Assessment and Treatment Centre team at Bassetlaw Hospital and the post to carry approved car user status at a total of £42,800

- iv. 1.5 fte (55.5) temporary Community Care Officers, Grade 5, SCP 24-28 (£26,534 - £30,239) to funded for 12 months with effect from the date of appointment to cover Bassetlaw and the posts to carry approved car user status at a total of £46,635
- v. 1 fte (37 hours) temporary Social Worker, Pay Band A/B, SCP 29-39 (£31,458 - £42,057) be extended to continue to work as a specialist End of Life social worker with the Macmillan Service. This post is a joint funded temporary post with the Macmillan Charity; the post was agreed for 6 years with Macmillan funding for the first 3 years and Nottinghamshire County Council funding for the following 3 years. This request is for continuation of the 3 years of funding; part year 2012-13 has been funded, full year 2013-14 and 2014-15, part year 2015-16 is required. The post will carry approved car user status. Total cost £42,800 per annum.
- vi. A temporary rapid response homecare service to support people being discharged from Bassetlaw Hospital has been commissioned. Funding is required for 12 months at a cost of £40,000 until March 2014.

Total Funding required:

Nottingham University Hospital - £102,800

Bassetlaw Hospitals - £172,235

START transformation

27. It is proposed that the two additional temporary posts of commissioning officer and senior practitioner are extended until 31 March 2014.

- i. 1 fte (37 hours) temporary Senior Practitioner post, Pay Band C SCP 39-44, (£42,057 - £47,784) be extended for six months until 31st March 2014 and the post to carry approved car user status at a total cost of £24,250
- ii. 1 fte (37 hours) temporary Commissioning Officer post, Pay Band C SCP 39-44 (£42,057 - £47,784) be extended for six months until 31st March 2014 and the post to carry approved car user status at a total cost of £24,250
- iii. The remaining £5,300 will be used for training, equipment etc.

Total Funding required: £53,800

Temporary Commissioning Officer

28. This temporary post, providing short-term support to the Commissioning Manager Older People, was approved under delegated authority ([AH/2012/00032](#)). Due to delays in recruitment the post extended into 2013/14 and as such part of the funding for this post is required from this year's allocation.

- i. 1 fte (37 hours) temporary Commissioning Officer post, Pay Band C SCP 39-44 (£42,057 - £47,784) be funded for 9 months the post to carry approved car user status.

Total Funding required: £36,400

Community Equipment and Occupational Therapy Services

29. With the increase in the numbers of people remaining in their own homes there has been a corresponding rise in the demand for occupational therapy assessments and community equipment to support people to remain safe and independent in the community. £200,000 is being requested to accommodate the increase in demand for equipment.

30. On-going funding for six permanent Occupational Therapists is required to respond to the demand for occupational therapy assessments and equipment. These posts were established last year with the expectation that further allocations of the NHS Support to Social Care would be forthcoming. Careful consideration was given to the creation of these six additional posts. The Council had previously used temporary locum posts to address the increase in demand for occupational therapy services. However it concluded that the on-going demand for services would increase as older people continued to be diverted away from long-term care and assisted to live more independently at home. It was decided therefore, that it was more cost effective to invest in permanent positions for the future.

- i. 6 fte (222 hours) permanent Occupational Therapists, Pay Band A/B, SCP 29-39 (£31,458 - £42,057) these posts carry approved car user status. 1 April 2013 – 31 March 2014, at a total cost of £256,800

31. To address additional pressures, such as the waiting list for occupational therapy assessments, some temporary funding is required for temporary occupational therapists.

- i. 1 fte (37 hours) Occupational Therapist, Pay Band A/B, SCP 29-39 (£31,458 - £42,057) and the post to carry approved car user status at a total cost of £50,000.
- ii. £75,000 is required on a one-off basis for an external agency to provide additional occupational therapist capacity.

Total Funding required:

Additional equipment - £200,000

Additional permanent Occupational Therapists x 6 - £256,800

Additional agency Occupational Therapists - £75,000

Additional temporary Occupational Therapist post - £50,000

Independent Sector Partnership and Workforce Development

32. Nottinghamshire County Council's Workforce Development and Planning Team are working on a project with the Nottinghamshire Partnership for Social Care Workforce Development (NPSCWD), which is currently hosted this authority, to develop the NPSCWD into a new independent organisation. This new NPSCWD will be an overarching workforce development organisation which will deliver a holistic approach to workforce planning and development. It will enable care providers to identify their own workforce development needs, share resources and work together to embed excellent working practices. It will include representatives from all areas of the care sector; residential and domiciliary services, voluntary carers and organisations and personal assistants. Nottinghamshire County Council is requested to fund and host a strategic manager and a training co-ordinator to facilitate the development of this new organisation, training for managers and delivery of a dementia programme to the workforce. This proposal is for a two year period up to 31 October 2014.
33. A temporary End of Life and Dementia Workforce Development Officer post has been funded for the past 3 years by Strategic Health Authority to work with independent sector providers to improve the quality of services for people with dementia and at the end of life. It is recommended that the current temporary 0.7 fte (26 hours) Workforce Development Officer, post is funded until 31 October 2014.
- i. Nottinghamshire Partnership for Social Care Workforce Development (NPSCWD) - including; Training programmes, web site development, infrastructure costs
 - ii. 1 fte (37 hours) Strategic Manager, Pay Band D, SCP 42-47 (£45,476 - £51,235) be funded to 31 October 2014, the post carries approved car user status
 - iii. 1 fte (37 hours) Training Co-ordinator, Grade 5, SCP 24-28 (£26,534 - £30,239) funded to 31 October 2014, the post carries approved car user status
 - iv. 0.7 fte (26 hours) temporary Workforce Development Officer, Band A/B, SCP 29-39 (£31,458 - £42,057) be funded to 31 October 2014, the post carries approved car user status

Total Funding required: £206,852

Advocacy Services

34. Independent Mental Health Advocacy is a statutory service where an advocate is granted specific roles and responsibilities under the Mental Health Act 2007. The Health and Social Care Act 2012 determined that the commissioning responsibility for this service lies with local authorities from 2013. Funding for this service is required on a permanent basis as it is a statutory requirement.

Total Funding required: £115,767

Younger Adults Services

35. Promoting Independence Workers – funding is required for these permanent posts previously agreed under delegated decision (DD) AH/2011/00048, 26th October 2011. £703,830
36. Stroke Services - Return to Work. Returning to work after having a stroke can be a big step; the Return to Work Services currently commissioned from the Stroke Association has provided an invaluable service to people who are keen to get back to work as part of their overall recovery from stroke. Funding to extend the current contract to 31 March 2014 is requested pending a consideration of the future service model. £38,000
37. Physical Disability Additional Posts – A permanent Team Manager and Senior Practitioner post have been established. Funding is required for these on an on-going basis, at a total cost of £98,013.
- i. 1 fte (37 hours) temporary Senior Practitioner post, Pay Band C SCP 39-44, (£42,057 - £47,784) and the post to carry approved car user status.
 - ii. 1 fte (37 hours) Team Manager, Pay Band D, SCP 42-47 (£45,476 - £51,235) and the post to carry approved car user status.
38. Co-production Workers – Funding is required for temporary posts which have been created until March 2015. These posts were agreed by ASCH Committee on 22 April 2013, item 6. £118,375
- i. 1 fte (37 hours) temporary Co-production Co-ordinator, Pay Band C, SCP 39-44 (£42,057 - £47,784) be extended for a further year from 31 March 2014 to 31 March 2015 and the post continue to be allocated approved car user status.
 - ii. 3 fte (37 hours) temporary Co-production workers, Pay Band A, SCP 29-34 (£31,458-£36,645) be extended for a further year from 31 March 2014 to 31 March 2015 and the posts continue to be allocated approved car user status.

Total Funding Required:

Promoting Independence Workers - £703,830

Stroke Services - £38,000

Physical Disability Additional Posts - £98,013

Co-production Posts - £118,375

Strategic Planning and Evaluation

39. Information Technology and Software – Population forecasting and service planning is becoming increasingly complex, in order to assist the Council in this role a software package “Scenario Generator” was purchased and a number of staff trained in its use.

40. Monitoring and Evaluation – Under the previous Reablement Programme a temporary monitoring and evaluation post was created to evaluate the various projects that were initiated from reablement and NHS Support to Social Care funding. This post is part of Public Health. It is requested that this post be extended until 31 March 2014.

Total Funding Required:

Information Technology and Software - £4,320

Monitoring and Evaluation - £20,000

Safeguarding and Quality

41. Secondment of Compliance Manager from the Care Quality Commission (CQC) – The Council is committed to ensuring that safeguarding and quality is paramount in all service areas. To assist with this the Council is currently engaged in cross working with the CQC through the secondment of a compliance manager from the CQC and a Market Development Officer to the CQC. Funding has already been approved in a report to the Adult Social Care and Health Committee on 7 January 2013, at a total cost of £62,000
42. Multi-Agency Safeguarding Hub (MASH) – A temporary senior practitioner post was established as part of the MASH, funding is requested for nine months, at a total cost of £30,000
- i. 1 fte (37 hours) temporary Senior Practitioner post, Pay Band C SCP 39-44, (£42,057 - £47,784) for nine months until 31 March 2014 and the post to carry approved car user status.

Total Funding Required:

**Secondment of Compliance Manager from Care Quality Commission (CQC)
- £62,000**

MASH Senior Practitioner - £30,000

Access and Reviewing Teams

43. Reviewing Teams – The reviewing teams have been undertaking essential work in reviewing existing care packages to ensure the most effective and efficient allocation of resources. These teams are temporary, as agreed by DD AH/2011/00038 on 8th August 2011 and an extension to 31 March 2014 was agreed at the Adult Social Care and Health Committee on 22 July 2013, item 11. This paragraph is therefore for noting only.
44. Adult Access Team – Access to services is an important function of the Customer Service Centre (CSC). The adult access team is based with the CSC to ensure that referrals are managed in a timely, targeted way and where possible people are sign-posted to the most appropriate service. Funding is required for a team manager and social worker. These posts were previously approved for a period of two years by Adult Social Care and Health Committee on 3 June 2013, item 10.

- i. 1 fte (37 hours) Team Manager, Pay Band D, SCP 42-47 (£45,476 - £51,235) and the post to carry approved car user status.
- ii. 1 fte (37 hours) Social Worker, Pay Band A/B, SCP 29-39 (£31,458 - £42,057) the post be allocated approved

Total Funding Required:
Reviewing Teams - £706,837
Adult Access Team - £87,300

Additional Home Care Services

45. Home care services are vital to maintain people living at home as long as possible. Timely access to services is essential, particularly to facilitate discharges from hospital and to support carers.

Total Funding Required: £265,494

Other Options Considered

46. Other options have been considered for the above developments as they have been subject to previous Committee or delegated decision process or are part of pre-existing business cases, other projects are short term.

Reason/s for Recommendation/s

47. The NHS Support to Social Care, s.256 money is for “social care services to benefit health and to improve overall health gain” as stipulated by the Department of Health. The above initiatives and services are all intended to achieve this purpose. Some are new projects which aim to test out new ways of working and others are part of a wider strategy and longer term plans.

Statutory and Policy Implications

48. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Implications for Service Users

49. This funding is intended to provide services that will improve the quality of life of service users and their carers by ensuring that people are enabled to live independently for as long as possible, are not admitted to hospital unnecessarily and do not enter long-term care prematurely.

Financial Implications

50. The services and developments described in this report will be funded from money transferred to the local authority from NHS England under 'Funding for Social Care' (s256) for 2013/14. Some of the posts have been established through previous committee reports and costings, therefore, are based on actual salary costs, including on-costs as opposed to estimated costs.

Equalities Implications

51. This funding is intended to enhance the services to older people who are currently disadvantaged by improving their access to reablement services; so ensuring that they are given every opportunity to regain their confidence and maximise their potential for independent living.

Crime and Disorder Implications

52. This funding provides opportunities for older people by maximising their independence and levels of confidence. It promotes and enhances adult safeguarding through preventative and rehabilitative interventions.

Human Rights Implications

53. These proposals, as approved by the Adult Social Care and Health Committee, are in line with Article 8 of the Human Rights Act 1998; this service promotes the life chances of older people and maximises their potential to remain at home and hence extend their opportunities to enjoy family life.

Human Resources Implications

54. These are contained in the body of the report.

RECOMMENDATION/S

- 1) It is recommended that the Health and Wellbeing Board notes the allocation of the s.256 funding for 2013/14 as approved by the Adult Social Care and Health Committee on 29 October 2012 and further considered by the Adult Social Care and Health Committee on 6 January 2014 in respect of those posts and services which require funding through to 31 March 2014.

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Constitutional Comments

55. As this report is for noting only, no constitutional comments are required.

Financial Comments (KAS 20/12/13)

56. The financial implications are contained within paragraph 50 of the report.

Background Papers

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

None

Electoral Division(s) and Member(s) Affected

All.