

Penderels Trust Newsletter



Winter 2008/2009

Opening the Door to Independent Living

PENDERELS TRUST COMES OF AGE – 21 YEARS

BIRTHS: Coventry & District Spastics Society & Coventry City Council are proud to announce the arrival of their baby, Penderels Trust, born in July 1989 at the Charity Commission, weighing £365,000.

Yes, Penderels Trust was born 21 years ago this July. It is hard to believe how far we have travelled from those early days which pre-dated the arrival of both the ILF and the Community Care Legislation. Our earliest sorties found 4 staff assisting two individuals to move from residential care into the community with the support of Community Service Volunteers in addition to supporting three people with complex needs to live in their own independent accommodation.

Today we support an average of 5000 individuals, in 18 different local authority areas, from 20 different office bases with 140 staff. What a success!

It was only as a result of the vision of the then Coventry and District Spastics Society and officers of Coventry City Council that Penderels Trust emerged. We are very proud to have been part of every stage of the development of the independent living process and the continued empowerment of disabled people. From the first days when an indirect payment was the only way to receive funding and therefore live independently, through to the implementation of direct payments and, most recently personalised and individual budgets.

Our service range has, at times, developed directly as a result of the need to provide that service e.g. payroll; but other services have developed as a result of innovative working and collaboration with professionals and disabled people e.g. Third Party Supported Accounts.

I think I speak for all of those who were in at the very beginning, Penny and Peter Collard, myself, Sue Riley and Sharon Carter, closely followed by Lucy Curzon; that we are all very proud to have watched the new born Trust toddle uncertainly through the early years, go to school and learn how to compete on the open market, throw tantrums as our world appeared out of control as a result of our growth and finally, allow ourselves just a little bit of self satisfaction that we have, indeed reached adulthood.

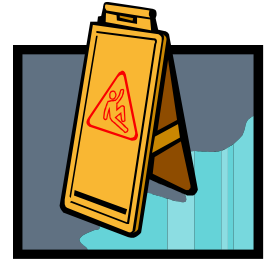
Thanks to all of you, whenever you joined us, for helping to make Penderels Trust the success it is today.



HEALTH AND SAFETY & EMPLOYERS LIABILITY INSURANCE

Under the Health and Safety Act (1974) all employers have a duty to ensure that their employees place of work, which maybe at your home, is as safe as possible. Employees also have a duty to co operate with you, as their employer, to take reasonable care of their own health and safety. Penderels Trust can provide further advice and guidance on health and safety issues, contact your Independent Living Adviser for details.

Useful web link: www.hse.gov.uk



Legally, all employers must have a current Employers Liability Insurance policy. This will have been set up for you from when you started as an employer. Your initial policy would have lasted 12 months, you would then have been sent a renewal notice. Please ensure that you complete your renewal notice and send it off with payment (your Local Authority will usually cover this cost).

CHANGES IN THE GRIEVANCE & DISCIPLINARY PROCEDURE

On 6th April 2009 the law for handling disciplinary issues, grievances and dismissals will change. The existing three-step procedure will be replaced by a newly revised ACAS Code of Practice which will make dealing with disputes in the workplace easier. From April, the approach to dispute handling will be streamlined to follow the guidelines set out in the ACAS Code of Practice which has been developed with the principles of flexible and timely resolution in mind. ACAS will be providing employers and employees with a free early conciliation service (called pre-claim conciliation) for disputes that could potentially develop into costly tribunal claims.

ACAS helpline: 08457 474747
Website: www.acas.org.uk

NATIONAL MINIMUM WAGE

On the 1st October 2008, the minimum wage rates increased:

- Workers aged 22 and over £5.73
- Workers aged 18-21 £4.77
- Workers aged 16/17, but not yet 18 £3.53



EMPLOYMENT LAW UPDATE

	2008/09	Proposed* 2009/10
Basic tax code	603L	647L
Lower earning Qualifying amount for statutory payments, (SSP,SMP, etc)	£90 per week	£95
National Insurance threshold	£105 per week	£125 per week
Employers National Insurance	12.8%	12.8%
Statutory Sick Pay Small employers may not be able to claim the full amount back, payroll providers can assist in identifying any potential short-falls	£15.08 per day (£75.40 per week)	£15.83 per day (£79.15 per week)
Statutory Maternity Pay Statutory Paternity Pay	£117.18 per week	£123.06 per week
* the proposals for 2009/2010 are still to be agreed by Parliament, and will be confirmed at a later date		

TRUSTEE FOCUS ON...Jan Pugh

My name is Jan Pugh. I first became a service user with Penderels Trust after developing fibromyalgia several years ago. After leaving school and attending Art College for a year, I held a number of different jobs, which ranged from training to become a bookbinder, working within the children and health department of the local authority to the Pathology Department at the Royal Shrewsbury Hospital.



My health began to deteriorate during this time and I had to cease working. During my spells of good health I decided that I would do volunteer work and spent some time in the Hamar Counseling Centre for people with serious illness. Followed by a short stint in the Chemotherapy Unit, the hospital shop and finally Dial UK where I did some benefit and advice work. I really enjoyed this type of work.

Ill health then struck again and I soon learnt there was little in the way of support in Shropshire for people with fibromyalgia. I decided that I would form the first support group to help others and myself. And so the Shrewsbury Fibromyalgia Group was formed. I was proud to be awarded the title of Shropshire Star Woman of the Year in October 2006 for helping people like myself and trying to get treatment for us. Around this time I realised that I also needed help, I found out about Direct Payments and Penderels Trust. Thanks to them I soon had my personal assistant Rachel. I have since joined the Penderels Trust User Group (PUGs) which lead to my attending training days for the trust. This has given me great insight into the work of Penderels Trust, how it helps people and what it means to a disabled person. I later learned that there were vacancies to become a trustee, I applied and was fortunate to be invited to join the board. I feel very proud of this achievement.

In short I have done over 20 years of volunteer work which I have enjoyed, although there are often not enough hours in the day. To give an example of the last year. I have written over 1000 letters, 2000 emails and helped over 50 people with DLA forms and incapacity benefit. My helpline is manned 6 hours a day and the office door is always open for anyone who cannot cope. Our kettle is always on the boil for a cup of tea or coffee.

I am also a member of the Shrewsbury Town Access Group. When time allows my hobbies include craft work, card making, painting and eating out! I am still interested in motorcycle racing which I shared with my late father - but sadly after many spills, am no longer allowed near a bike now. I attribute my caring side to my Dad as he spent many years helping others too.

To sum up, all the certificates and prizes mean nothing. It's the smiles on peoples faces, when through ones help, their life comes back on track.

ANNUAL GENERAL MEETING 2009 (AGM)

It's not every year you come of age, so we are already planning to make this year's AGM a special one. It will be held on Wednesday 21st October. We intend to make it interesting, informative and hopefully entertaining.

Details of guest speakers and venue are in the process of being finalised .

Invitations will be sent out early September, so please put the date into your diary!



TRUSTEES UPDATE

Penny Collard has been re-elected as chair of the Trustees.

Dick Harris has been re-elected as Vice Chair of the Trustees.

New Trustees, who joined the board in 2008:

- James Moraghen
- Jan Pugh
- John Finnie

PAYROLL CHARGES

Our payroll charges for 2009 – 2010 are being reviewed in line with our charging policy. You will be notified of the revisions in due course.

HOLIDAY DATES

Make a note in your diary of the following days when all the offices of Penderels Trust will be closed:

- 10th April
- 13th April
- 4th May
- 25th May
- 26th May
- 31st August

Penderels Trust now works in partnership with 18 local authorities throughout the UK, helping people with independent living through assessed care funding. Our Independent Living Advisers (ILA's) visit hundreds of service users every year. The good news is that we have received confirmation that some of our contracts have been extended including:

- Coventry
- Wolverhampton
- North Lincolnshire
- Birmingham
- Flintshire

New Contracts

Redbridge - Direct Payment Support Service, from 1st October 2008. A very warm welcome to Tahira Mohammed and Teresa Summerton our ILA's in Redbridge.

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Registered charity 1073513. Company number 3560335.

