



Welcome

to the Spring 2015 issue
of the Penderels Trust newsletter

The Care Act 2014 (England)

The law around adult social care in England is changing with the introduction of The Care Act 2014. The Act aims to provide a coherent approach to adult social care in England and replaces a number of previous laws including the Community Care (Direct Payments) Act 1996.

Part One of the Act (and the statutory guidance published by the Department of Health) sets out new duties for local authorities and gives new rights to people who use services and their carers. The Act comes into force in April 2015 with some of the financial reforms not coming in until April 2016.

The key aims of the Act are:

- Clearer, fairer care and support to all. This includes people who fund their own care as well as those who are eligible for community funding and carers. Local authorities must ensure people who use services and carers have access to all the information and advice they need to make a good decision about care.
- To focus on people's wellbeing, with the emphasis being on preventing or delaying the need for people to use services.
- To have a common system across the country (national eligibility threshold)
- For carers to have new rights
- For people to be in control of their care.

There are also financial reforms which include:

- A lifetime 'cap on care costs' of no more than £72,000 based on reasonable care costs
- Deferred payments which allow people to pay their care costs at a later date (for example, after they have sold their home)
- An increase in the capital threshold for people in residential care who own their own home.

Please visit www.gov.uk for more information.

Your local authority may also provide you with information about how they are going to meet their responsibilities in your area.



Auto Enrolment

What is Auto Enrolment?

If you employ a personal assistant, you are an employer and you need to know about auto enrolment. Auto enrolment is a new law which states that every employer must enrol workers into a workplace pension scheme if they meet certain criteria (such as how much they earn). This has been introduced as the government want to encourage as many people as possible to start saving towards their retirement.

When does it start?

Auto enrolment is being introduced in a 'rolling programme' and it applies to some employers earlier than others. This programme has already started with every employer being assigned a "staging date" from which

arrangements must be in place for employees. This date is determined by your tax reference and is not alterable either by you or by us. We know some of you will have already received information about it from The Pensions Regulator and this also asks you to register as an employer. This is required by law and you must register yourself as an employer by the deadline given in your letter.

What do I need to do?

As an employer, you have a responsibility to offer an appropriate qualifying pension scheme to all your staff who are eligible. Both you and your employees will be required to make monthly contributions to this pension scheme. Your employees may choose to 'opt out' of the scheme if they wish

(but only after they have been enrolled initially) or they can choose to enrol into the scheme even if they don't meet the eligibility criteria.

If you use our payroll service, Penderels Trust has put a plan in place to support you with auto enrolment (please see opposite for further guidance). If you use another payroll provider, please contact them and ask what support is available to you. If you run your own payroll, you will need to investigate which pension schemes are available and apply to that scheme before you reach your staging date.

There is lots of information available online. Please visit www.gov.uk/workplace-pension, which gives you a good starting point on what you need to do.

Safer Banking

New research has found that many people needing assistance to make payments due to illness, capability or mobility challenges are putting themselves at risk of fraud by sharing their card and PIN.

More than half of the people surveyed were not aware of the safer options to make payments, such as using a pre-paid card or opening up a second bank account.

The Payments Council has put together a new Pay Your Way consumer advice guide to help address these issues. This guide sets out options to help people to stay in control of their financial affairs when making payments independently or if visiting the bank or cash machine is difficult.

See more at www.payyourway.org.uk/special-focus/delegating-payments/ and click on the picture of the guide to open or download it.



Award for Social Responsibility

The work of our Birmingham team has been recognised with the award of the Birmingham Business Charter for Social Responsibility. The charter is awarded to organisations that offer social value as part of their work, including employing local staff, supporting people in the local community, adopting green and ethical practices and being a good employer.

For Penderels Trust payroll customers:

In order to make things easier and to give you peace of mind, Penderels Trust has put in place a scheme to help our payroll customers with auto enrolment.

We are working with NEST (the Government sponsored pension scheme) to develop a service that ensures all employers are registered with The Pensions Regulator and that all employees who need to be enrolled with NEST have been.

For others, you will need a more comprehensive service as you will have staff who need to be paying money to NEST.

A more complete service will be offered to those who have TPSA or BACS payment arrangements. Each of these forms a different level of service and regrettably, we will have to make a charge for this.

What next?

If you have received your letter from The Pensions Regulator, please follow the instructions and register yourself as the employer by the date shown. If you have any difficulties in doing this, please contact our payroll service. If you have not received a letter, please don't worry, it will simply be that you

have a later staging date, you do not need to do anything yet.

In any event, we shall be writing to the first small group of customers whose staging date is June 1st 2015 well before June and, subsequently, we shall be writing to all customers in the three months before their staging date.

In the meantime, we will keep you updated with regular updates, factsheets and pay slip messages.

Fifteen Minutes of Fame...

Two members of Penderels Trust have recently appeared in the media.

Independent Living Adviser, Martin Hayden, who supports people in Wolverhampton, featured in an article in The Guardian newspaper which focused on people working in the care sector.

The feature was part of a larger promotional campaign by Skills for Care which was trying to encourage people to consider care as a career.

the guardian

Trish Hobson, Service Manager in our Grimsby office, was recently interviewed 'on the sofa' as part of the Estuary TV

news show. Estuary TV is a community and news channel for people living in North and North East Lincolnshire.

Trish was interviewed about direct payments and personal health budgets and how they work. The interview was transmitted live during the lunchtime show and was repeated twice more during the day.

Her interview can be found on YouTube (search for Estuary TV news Wednesday 28th January).

eStuaryTV

NEW Events Calendar coming soon!

Look out for our new Events Calendar on our website which will be launched at the end of March 2015.

We will feature events not only being held by Penderels Trust but by other organisations that we feel would be relevant or of interest to you. You will be able to search by area so you only see what is local to you.

If you know of any events that are being held that you would like to see on the calendar, please contact your local office.

Annual Quality Review 2013 – 2014

Thank you to all of you who took the time to complete our Review of Services. The information we have received helps us to improve our service. As well as looking at the overall picture, each local office has had a report on the results for their own service, so your responses and the comments you made will be read by the people who support you and who can make changes if they are required.

Some of the comments made were:

“It enables my learning disabled sister to get into the community, make new friends and live a fulfilling life.”

“It has meant that I can live at home in my own house with my own things rather than have to go in a home.”

“Since starting with Penderels Trust, I have found all the staff to be very caring, professional and experienced to help with all my needs.”

All responses were entered into a prize draw. Congratulations to our five winners who each received a £20 voucher to use in Asda.

Shared Parental Leave & Pay

New regulations on shared parental leave and pay following the birth or adoption of a child came into force on 1st December 2014. Working mothers will still be entitled to 52 weeks of Maternity Leave and 39 weeks of Statutory Maternity Pay or Maternity Allowance if eligible. Paid paternity leave of two weeks is still available to the child's father or the mother's partner, although Additional Maternity Leave is being removed (being replaced by Shared Parental Leave).

If she wishes, an eligible mother can end her maternity leave early

and, with her partner or the child's father, opt for Shared Parental Leave instead of Maternity Leave. If they both meet the qualifying criteria, they will need to decide how to divide their Shared Parental Leave and Pay entitlement.

Shared Parent Leave will enable eligible mothers, fathers, partners and adopters to choose how to share time off work after their child is born or placed for adoption. This gives parents more flexibility in how to share the care of their child in the first year following birth or adoption. Parents can choose

to be off work at the same time or to take it in turns to take leave. Shared parental leave applies to a baby born on or after 5th April 2015 or to a child placed for adoption on or after that date.

More information and eligibility criteria can be found on www.gov.uk



Employer Training



Over 150 employers of personal assistants have been trained on 'How to be a Good Employer' and 'Keeping Yourself Safe' as part of a programme that we have delivered in a number of different areas.

Funded by Skills for Care, these courses have helped employers to understand their responsibilities and given them tools to help them manage staff and any employment issues that may arise.

Attendees were also given a comprehensive pack of documents and templates for them to use. Feedback has been excellent and even those who have been employers for a long time found they learned something new.

Closure of ILF



The Independent Living Fund (ILF) will be closing on 30th June 2015.

In England, the support is being transferred to the local authorities. In Wales, the support is being transferred to the Welsh Government.

The Government has launched its closure programme during which time they will visit all users who have not had a visit since 2nd April 2013. This visit is your opportunity to talk to the ILF assessor and the representative from your local authority about your existing care package, what difference the ILF has made to your life and any concerns you have. If you continue to meet the conditions required to receive ILF, you will continue to do so until it closes on 30th June 2015. After this date, your local authority will be responsible for how your care is funded.