



Welcome

to the Spring 2016 issue of the
Penderels Trust newsletter

Welcome to the first newsletter of 2016 and in particular, welcome to the new staff and customers in Warwickshire who joined us on the 1st February.

We hope that in the short time you have known us that your experiences have been positive. We look forward to working together in the future.

2016 has started in a busy fashion with lots of exciting developments for us as an organisation, as well as the ever increasing challenges of providing high quality support at a time when budgets are being squeezed ever tighter. Our aim at the outset of the year was to raise

our profile and become the voice of the Direct Payment user. We believe that it is ever more important to share the knowledge that we have gathered over 27 years of supporting people to live independently and to make sure that the individual's choices about how they want to live are not ignored in the push to drive down the costs of social care. To this end, we are making a concerted effort to engage more publicly with the decision makers at both a local and national level, and we hope to bring more news of our successes later in the year.

As well as the above, we continue to look for new opportunities and to develop our services. Over the coming months we will be bringing you some very exciting news about new services we will be able to offer through payroll,

developments to our website and online services and other new pilot projects aimed at bringing individuals together to make the most of their available budgets. 2016 is already shaping up to be one of the most significant in the history of the Trust, and we look forward to working with all of you to continue our growth and development.

As a final note, I would just like to say a farewell to our Director of Finance, Mark Stirling, who recently left the Trust after nearly 6 years. Everyone at Penderels Trust would like to say thank you for all of your hard work during your time here and wish you all the very best for the future.

Gary Jones
Director of Operations



A warm welcome to Malcolm

The team at Penderels Trust would like to welcome Malcolm Cook who has been voted in to join our Board of Trustees.

Malcolm worked in the corporate world of sales, marketing and strategic development for many years. Following a diagnosis of acoustic neuroma, he decided to work for himself and set up his own business in Warwickshire in 2004.

Now with a successful business in the leisure industry, Malcolm is able to devote time to Penderels Trust, bringing business acumen and an alternative perspective to our board.

We are always keen to hear from people who are interested in becoming a trustee.

We are seeking people who have commercial awareness and an interest in the social care sector and are able to devote some time to help us continue to develop and deliver high quality services to people with disabilities living independently.

Georgie's Story

Georgie Gibbs is supported by our Worcestershire team

Georgie is like any other three year old – fun, cheeky, naughty and happy. The only difference is that Georgie has spastic diplegic cerebral palsy, which means the muscles in her legs and hips are over tight and she cannot walk without a frame or other aid.

Georgie's family have made sure her early years have been full of fun as well as therapy to make her life as normal as possible. Although this helped, Georgie didn't particularly enjoy her therapy sessions and her parents wanted to find a more permanent solution with specialist surgery. Following extensive research, they discovered that the operation Georgie needed was a Selective Dorsal Rhizotomy (SDR).



It looked like Georgie would have to make the long and expensive trip to America to have this operation but after tirelessly working to meet the NHS criteria, it was finally agreed that Georgie could have the operation in the UK. The operation took place on 22nd February 2016 at Bristol Children's Hospital and Georgie is now recovering well at home.

The early signs are good and it is hoped that this operation will allow Georgie to walk independently and without pain for the first time in her life. In fact, Georgie has already taken her first independent steps just three weeks after her operation. Georgie's mum, Clare, can now talk of Georgie being independent when she goes to school and playing with her sister and friends, just like any other

little girl. There is a lot of hard work to come, with two years of rehabilitation ahead of her which Clare knows may be gruelling but it will be worth it.

There has been a lot of media interest in Georgie, she has appeared on television and in the national press. Her story will be featured in the next issue of Chat magazine, due out on 31st March.

Georgie's mum, Clare, says that the support she has received from Penderels Trust's Worcestershire team has made her life so much easier.

If you would like to learn more about Georgie's story, please visit Facebook and search for 'Help Georgie'.



Dan's Marathon Challenge

By Daniel Evans (supported by our Birmingham team)

I am visually impaired and am going to be 30 when I do the London Marathon in April. This is going to be my second London marathon and probably my last.

The first time I did it I was 26 stone in weight and didn't do a lot of training; it took me 9 hours 15 minutes to get round and I nearly gave up at 16 miles but I managed to complete it. At the end, I told my Dad I wouldn't do this again - what a rubbish liar I am! This time I am 18 stone and am hoping to do it in under 6 hours.

The reason why I put myself through this pain is so I can keep the weight off as the condition I have affects my weight. The way I keep it off is to do a lot of training so having something to aim for like the marathon keeps me motivated. Last time, I walked all the way round, but this time I hope to run and walk with the help of my guide, Jonathan Garratt – without him, I wouldn't be able to do it.

You ask 'how am I going to train for this?'. I go to the gym where my personal trainer, Colin Jones, (who is visually impaired and uses a guide dog) enjoys putting me through the pain on the free weights. I am also going to put in a lot of miles on the treadmill. I am

also part of a disabled swimming club where I swim for 2 hours per week. To tell you the truth, I am not a very good swimmer but I give it a go and my coach likes to put me through the pain too but I love the challenge!

I also attend a regular athletics club and do shotput and discus. I am hoping to be a lot fitter this time round.

I am doing this challenge for the Guide Dogs for the Blind. I wanted to choose a charity that supports visually impaired people. In September, my partner, Anna, was accepted to have a guide dog called Emily. She has really changed Anna's life for the better. She has become much more independent and can get out more. My personal trainer uses a guide dog too, so for me it was a no-brainer.

Without the money raised, the Guide Dogs Association would not be able to help people like Anna and my friends to be independent and do the things they want to.



Dan with Emily.

Well, that's it from Dan the Man. If you are inspired by my story and are interested in sponsoring me, please visit www.justgiving.com/dantheman1.

You can follow me on Facebook and Twitter (tenpinkpin) where you can follow my training updates.

Third Party Supported Account Name Change

Please note that we are changing the name of our Third Party Supported Account. It will now be called a Managed Account.

This is the term that is generally used by local authorities and other organisations so we felt it would be easier if we used the same terminology. Please be assured that the service itself will not change and you do not need to do anything. Over time, you may notice that the wording on paperwork and marketing material will change as we update it.



Harry's Cuban Challenge

By Steven Harrison, known as Harry (supported by our Wakefield team)

I have been a tetraplegic since breaking my neck diving off a boat in 1998. I am paralysed from the shoulders down and have limited arm movement and use a wheelchair. At the end of 2014, I was diagnosed with osteoarthritis in my spine following years of chronic pain. Rather than be a victim of pain, I chose to find a challenge to focus on.

I chose the Cycle Cuba Dream Challenge through Regain, the charity for sports tetraplegic, who helped me buy a defensive chair to play wheelchair rugby a few years ago.

After several months of training, I found myself at the starting line in my Superman outfit in the blistering sun with a sense of doubt as to whether I could

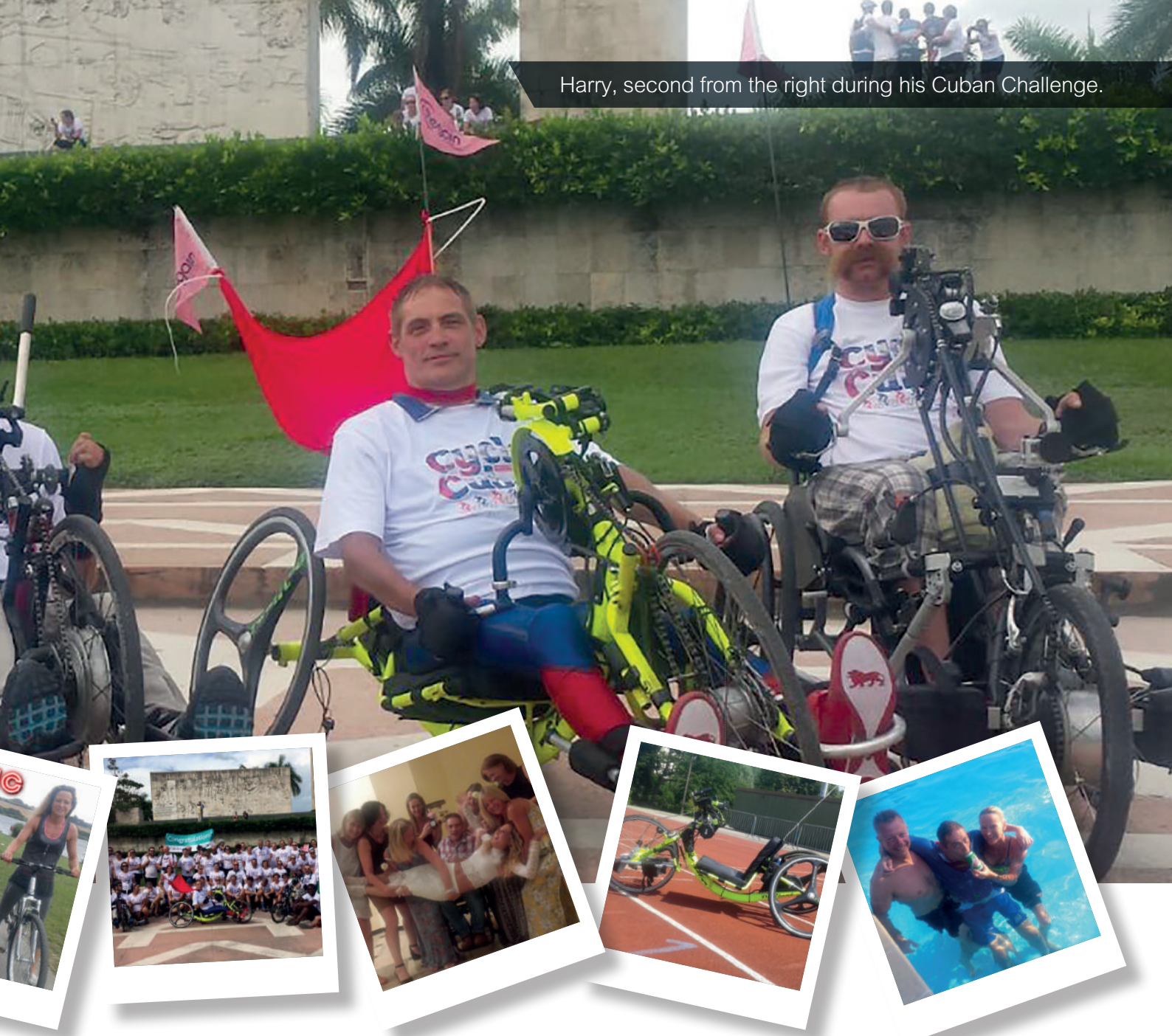
complete the challenge. It wasn't that I doubted my physical ability; it was the heat (which reached a scorching 33° by mid-afternoon) as I am unable to regulate my temperature due to my spinal cord injury.

Of the 86 people that took part in the challenge, 6 were tetraplegics, all raising funds for Regain. It was a fantastic

opportunity to do something different, pushing my ability to the limits, cycling through amazing scenery, being waved on by the locals and accompanied by a friendly bunch of people, all of whom were so helpful. At every water stop, I had to be drenched in water from head to toe to lower my body temperature, which amused our Cuban helpers as well as the locals.



Harry, second from the right during his Cuban Challenge.



Within the first couple of days, the other cyclists all got to know the guys with tetraplegia personally, especially 'Superman Harry' as I became known. Even the Cuban professional cyclist tour guides blessed us saying 'they had only known us a short time but our courage will stay in their hearts forever'.

The event finished with an awards dinner, the climax being my award for 'Most Inspirational Person' for which I received a standing ovation. In the months leading up to the event, I was feeling more and more socially isolated and suddenly here I

was, surrounded by people I had just met who loved my company and wanted to be friends.

Throughout the event, I was supported by my PA, Sarah. As you may appreciate, it takes a special person to be a PA and she made sure both she and I were up and ready at daybreak every day for a day on the road.

I raised just over £1400 for Regain and have applied to cycle 400km alongside the Great Wall of China to raise more funds for Regain and to raise awareness of spinal cord injury tetraplegia.

Donations are still welcome, please visit www.justgiving.com/fasterfaster

Cycle Cuba was more than just a physical challenge, it helped me evaluate my life and appreciate the people who support me even more than I did before.

Interestingly, having forgotten to pack my pain medication, it also alleviated the chronic pain whilst cycling and enjoying life, perhaps we could all learn something from that...

A Good Read

If you are looking for a romantic short story to cheer you up on a chilly evening, Helen McCabe's new selection may be just the thing. Helen is a user of our services and is supported by the team in our Worcestershire office.

Released by Telos Publishing, titles include Love in Hiding, In Search of Love and The Price of Love. Available in both hard copy and e-book, these can be purchased via many booksellers.

If you prefer something to keep you awake at night, you may prefer Helen's thriller series, The Piper Trilogy, which is based on the legend of the Pied Piper of Hamelin. The final book, The Codex, is due out now and can be ordered from www.telos.co.uk or other booksellers. Read if you dare!

For more information on Helen McCabe and her novels, please visit www.helenmccabe.com



Peace of Mind for Pet Lovers

We are well known as a nation of pet lovers and we know that many of our readers will have a much loved pet at home.

You may worry about what would happen to your pet if you needed to go into hospital or are unable to care for them properly anymore, The Cinnamon Trust may provide the peace of mind you are looking for.

Who is The Cinnamon Trust?

The Cinnamon Trust is a charity that works to help keep pets and their owners together in times of difficulty (for example, if you need to go into hospital or are unable to care for your pet on your own) and to provide long term care for pets whose owner has died or moved into residential care that doesn't accept pets.

What does The Cinnamon Trust do?

Help at Home

A national network of over 15,000 community service volunteers has been set up to provide practical help with the day-to-day care of a pet, for example, walking a dog for a housebound owner or cleaning out a bird cage.

Short Term Care

The Cinnamon Trust provides a national fostering service for pets whose owners face a spell in hospital; volunteers take pets into their own homes and supply love and care to them until the owner and their pet can be reunited.

Don't get 'spammed'!

We have had to raise the strength of our email filters because of the increasing amount of inappropriate 'spam' we receive.

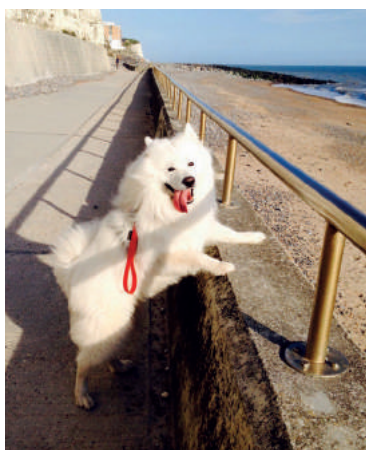
Part of the problem is that people often use jokey email addresses instead of a version of their name. Unfortunately, so do the so called 'spammers'. This means that some of your emails are being blocked as they are seen as 'spam'.

This is particularly important if you send your timesheets into payroll as you risk missing the deadline for processing.

We would therefore ask that you set up another email address that reflects your name (examples being jbloggs@ or j_bloggs@ or jbloggs123@). This will not only ensure that the information is received but will help us to immediately identify you.



Thank you for your co-operation.



Lifetime Care

In the sad event that a pet needs a new home because their owner is no longer able to keep them or if the owner has died, The Cinnamon Trust will provide lifetime care. Arrangements are made between The Cinnamon Trust and the owner well in advance so owners have the peace of mind knowing that their beloved companion will have a safe and happy future.

If a pet is in long term care, The Cinnamon Trust will keep in touch with visits and regular photos and letters.

Is it just for dogs and cats?

Whilst dogs and cats are the most common pets The Cinnamon Trust gets involved with, they can help with other pets too such as birds, rabbits, reptiles and even a goat!

Getting Involved

Please visit their website at www.cinnamon.org.uk for more information about getting help or putting a plan in place for your pet.

You can also find out how you can get involved as a volunteer or fund raiser and check out their diary for forthcoming events they are holding.

You can also telephone them if you prefer on **01736 757900**.

Payroll and Employer UPDATE

Minimum Living Wage

From 1st April 2016, the Government's new National Living Wage will become law.

Anyone who is working, is aged 25 or over and is not in the first year of an apprenticeship will be legally entitled to at least £7.20 per hour. This rate will be increased every April.

As an employer, you will need to make sure you are paying your staff correctly from this date. Failing to pay the Living Wage rate is a criminal offence.

So, if you currently pay your personal assistant(s) a lower hourly rate than £7.20, you need to take immediate action. If you have a direct payment support service from Penderels Trust, please contact your local office. If you do not, please speak to your local support service or payroll provider.

National Insurance Allowance Changes

From 6th April 2016 (the new tax year), the employment allowance will rise from £2,000 to £3,000. This means that you will not start paying employer's national insurance contributions until you have reached this amount. You will still need to pay your employee's national insurance contributions as normal.

HMRC Tax Code

We get quite a few requests from our customers asking us to change their tax code. HMRC will not talk to us about your personal tax situation and we are not able to make any changes until we have had notification from HMRC.

Payroll Service Agreements

If you are a new payroll customer, it is very important that you sign and return the Payroll Service Agreement that can be found in your Payroll Reference Guide. If you do not, we will be unable to continue providing this service

P60

The P60 form shows an employee the tax they have paid on their salary for the year. The deadline for giving your employee their P60 is 31st May. We will ensure all P60s are sent out to you before this date.

Useful Facts and Figures

Tax Year 2016/2017

Statutory Maternity/Paternity Pay: £139.58
(no change from 2015/16)

Statutory Sick Pay: £88.45
(no change from 2015/16)

Personal Allowance: £11,000

Minimum and Living Wage Rates (up to Sept 30th 2016):

Age of Worker

25 years and over	£7.20
21 - 24 years	£6.70
18 - 20 years	£5.30
16 - 17 years	£3.87

The Payroll Team

Your payroll manager is: Sue McDonald

Your deputy payroll managers are: Jo Grady
Michele Riley

Your payroll officers are:

Auto Enrolment	Teresa Daly
G3, G4, C & R	Becki Rae
Groups E, K & T	Natalie Byrne
Groups D, F, P & S	Natasha Townsend
Groups B, G1, G2, J & M	Nula Herbert
Groups H, L, N & Q	Frances Phillips
TPSA Groups C, G3, G4, J, M & T	Sarah Burgman
TPSA Groups D, E, F, G1, G2 & K	Charlotte Truslove
BACS Groups G1, G3, J, K, M & T	Louise Gould
BACS Groups C, D, E, F, G2, G4 & N	Donna Smith

Your administration officers are: Elaine Graham
Adam Morris
Daniel O'Kane
Zain Khan

Payroll Bureau

Penderels Trust, Fairfield Court, Wheler Road, Whitley, Coventry CV3 4LJ

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