

Enham

Winter edition 2013 / Somerset



Inside:

Free Training for PAs
Minimum Wage
Pension Information
Training Opportunities
Nualas's story

Direct

Nicolina's story...

I live in Taunton with my parents and sister and until quite recently, worked for Somerset County Council. I am a wheelchair user and had been using a care agency.

Recently however, following an operation and being diagnosed with cancer, my needs had changed. My needs were re-assessed by Social Services as was my Direct Payment. Due to the inconsistency of my carers, the standards of their care and unreliable timekeeping, I was becoming increasingly frustrated and I wanted to make some changes to my care. Thankfully, my social worker referred me to Enham Trust for advice and guidance on using a Direct Payment and I now employ a small team of Personal Assistants (PAs) with whom I have very supportive and trusting relationships.

How did I do this? With the help of my sister Sarah, I drafted a job description and Alice, my Enham Trust advisor helped me to place an advert in the local paper. Alice gave me advice on everything I needed to know to be an employer. Enham Trust collated applications and Alice helped me interview, recruit and select a small team of PAs. I have an Enham Trust managed account and payroll service to remove the financial responsibility of paying my PAs and HMRC bills myself, whilst still maintaining employer responsibilities myself.

By having a Direct Payment I have more control on how my care needs are met, I have increased confidence in my new carers and I value the arrangement that is flexible enough to fit in with mine and my family's lives.

I will provide my PAs with ongoing supervision and know I can review this arrangement with my Social worker and Enham Trust advisor as I need to.



Support for Personal Assistants and employers

The deadline for funding applications to Skills for Care to support the learning and development of Personal Assistants (PAs) and their employers (individual employers) has been extended. People aged 18 or over who employ PAs in England can now apply for grant funding until 28th February 2014 to pay for all types of learning and development that meets their needs, including qualifications. The learning or qualifications must be paid for and start by 31st March 2014. The grants are paid up front and include associated costs, such as travel and replacement/additional PA costs. For more information on how to access the fund go to:

www.skillsforcare.org.uk/individualemployerskillsfunding

Would your PA like more work?

Enham Trust hold a Personal Assistant (PA) Register to assist when recruiting staff.

Advisors can access the Register and 'match' criteria for clients to find suitable PAs.

We are always looking for new PAs to go onto our Register. For an application form please contact our Admin team on 0845 504 6229, or e-mail DP.somerset@enhamtrust.org.uk

New care comparison website

The Government has launched a new website which helps people to choose and compare residential care homes and home care services.

Go to www.nhs.uk

New training opportunities at Bridgwater College

Free training for your Carer(s)/Personal Assistant(s)

Are you an independent person who employs a personal carer/personal assistant at home to meet your individual needs? If so, you can now access FREE professional training for your carer/personal assistant in a number of subjects.

These short training programmes are all nationally recognised qualifications delivered by Bridgwater College, either in the home or at the College. They are available to all Direct Payment recipients (subject to meeting funding criteria), with no cost to you or your carer. There are a wide variety of subjects available, including:

- HABC Safe Moving and Handling/HABC Moving People Safely
- Emergency First Aid at Work
- RSPH Food Safety in Catering, Level 2
- CIEH Level 2 Fire Warden/Fire Safety
- City & Guilds – Administering of Medication to Individuals and Monitoring Effects
- Introduction to Duty of Care in a Health and Social Care Setting
- Dementia Awareness
- Preparing to work in the Adult Health and Social Care sector
- Level 2 Certificate in Understanding in Working in Mental Health
- Level 2 Award in Awareness of Diabetes

These are just examples of the type of training courses available, if you would like to discuss your individual personal needs, without obligation, please contact the Health and Social Care team at Bridgwater College on 01278 441365 or email rigbyl@bridgwater.ac.uk

New Pension information for employers

As the population is living longer and the financial burden of benefits (state pension) increases the Government has made the decision to ensure more people are saving for their retirement and so help to support themselves after they finish work.

So the Government is bringing in new Pension regulations known as 'Auto Enrolment'. This means all employers must offer a pension to their staff. Enrolment is being spread over the next 4 years.

An employer must offer enrolment in a pension scheme for their staff if they are:-

- Aged between 22 and state pension age.
- Earn over £8105 per annum.
- Work in the UK.

The 'Staging date', when the company has to enrol the staff to join the pension scheme, is dependant on the number of staff employed.

All Direct Payment Users will be small employers (less than 50 employees). Their starting date is between Spring/Summer 2015 and November 2016.

If you employ PAs you will receive a letter telling you when your start date will be. When you receive your letter, your Enham Trust advisor will be able to support you.

Employer's minimum contribution starts at 1% and rises to 3% by 2018.

Employees do have a choice and can opt out if they wish but a scheme must be offered.

For further information go to :-
www.thepensionsregulator.gov.uk
www.gov.uk

New rates National Minimum Wage from 1 October 2013

Each year the National Minimum Wage increases. The following rates came into effect on 1 October 2013:

- The adult rate will increase by 12p to £6.31 an hour
- The rate for 18-20 year olds will increase by 5p to £5.03 an hour
- The rate for 16-17 year olds will increase by 4p to £3.72 an hour
- The apprentice rate will increase by 3p to £2.68 an hour.

Anyone employing their own employee must legally pay at these rates or above. If you need help in rebudgeting in order to meet these rates please contact your usual Enham Trust advisor.

Nuala's story...

Nuala has been using Enham's Somerset Payroll service for the past year, and has nothing but praise for the efficiency and friendliness of the team.

Her 25 year old daughter Christina, who is on the autistic spectrum and has learning difficulties and challenging behaviour, receives Direct Payments and employs two Personal Assistants.

Her husband Graham is currently waiting for a major operation. Nuala herself has severe ME (Chronic Fatigue Syndrome). Having previously run a wages department for a national supermarket chain, she's extremely organised, but her illness, leaves her needing support.

continued over...

Nuala's story cont....

Employing someone can be daunting. Enham Trust's specialist Payroll service has taken on the burden of sorting wages, national insurance and tax. It has given Nuala peace of mind to be sure she pays Christina's support workers correctly.

“They are superb. Nothing is too much trouble,” says Nuala. “The wages slips arrive on time. The one time they got delayed in the post, Enham Trust sent duplicates immediately.”

The Enham Trust service has proved efficient and timely.

“All the advisors have such a great attitude. We can have a laugh, and everyone is equally helpful. Any queries such as checking the thresholds for NI and tax are answered quickly. It's superb!” says Nuala.

All of which has made life in a household coping with many challenges just that bit easier.

If you would like this newsletter in an alternative format please call 0845 504 6229.

This newsletter is supported by Somerset County Council.



Somerset

Lindsay Warren
Co-ordinator

Bridget Brown
Direct Payment
Advisor

Diane Morris
Direct Payment
Advisor

Alice Davies
Direct Payment
Advisor

Sharon Peck
Direct Payment
Advisor

Alyson Ware
Advisor
Administrator

Becky Chapman
Administrator

Enham Trust Direct Payments Team,
Enham Trust, Enham Place, Enham Alamein,
Andover, Hampshire SP11 6JS

t 0845 504 6229 (answerphone service)

e DP.somerset@enhamtrust.org.uk

www.enhamtrust.org.uk

Enham Trust is a registered charity
No. 211235, a company limited by guarantee.
Registered in England & Wales No. 173199.
Copyright © 2013 Enham Trust.
All Rights Reserved.

ET_IAG106a 1113