

DERBYSHIRE COUNTY COUNCIL

CABINET MEMBER

25 June 2020

Report of the Strategic Director for Adult Social Care & Health

DISCRETIONARY PAYMENTS IN ORDER TO MAINTAIN OUR SHARED LIVES CARER CAPACITY THROUGHOUT COVID-19 PERIOD.

ADULT SOCIAL CARE

1. Purpose of the Report

Cabinet are asked to note the urgent decision taken by Corporate Management Team on 22 May to make discretionary payments in order maintain our Shared Lives carer capacity and reliance with effect from 1 April 2020 to support placements.

2. Information and Analysis

From 1 April 2020 it has been agreed we will:

- Pay full-time Shared Lives carers an additional £40 per week.
- Pay short break and day support Shared Lives carers the amount which they ordinarily would have earned.

Due to the lack of day and residential short breaks being available to Shared Lives carers they are in effect being asked to provide unpaid care for three days per week 9am until 5pm, plus the 4 weeks 28 days per year (pro rata). Over the two months since the suspension of day and residential services this equates to a total of 27 days unpaid work.

This proposal would be initially implemented for a period of eight weeks, after which a review will take place on a fortnightly basis with the service manager responsible for Shared Lives and the appropriate Group Manager with Assistant Director oversight. The review would ascertain whether the additional payments need to continue for a further period of time. This would be a delegated decision.

Shared Lives carers provide family based 24-hour accommodation and support primarily for people with learning disabilities.

Some Shared Lives carers also provide both day care and overnight short break opportunities in order that carers of people who continue to live in a family home can have a break from their caring roles

In order to sustain what can be a demanding role, the current offer to Shared Lives carers who provide family type accommodation includes the following regular short breaks from their caring role

- Three days daytime breaks per week between 9am to 5pm
- Four weeks residential short breaks

This is typically, though not exclusively, accessed through Direct Care Day Services and residential short breaks provision.

The COVID-19 pandemic has resulted in closure of all day and short break services including those run by DCC and the NHS health trust. Consequently, this has curtailed available breaks for Shared Lives carers forcing them to undertake care on a 24/7 basis for the foreseeable future.

Those Shared Lives carers who provide regular short breaks for the families/carers of people with learning disabilities and breaks during the day are currently unable to do so due to both the closure of day services and the rules on social distancing. Consequently, they have seen a significant drop in their income. These Shared Lives carers are not able to take advantage of government schemes for the self-employed throughout the lock down period and are therefore financially disadvantaged unless DCC makes an additional payment.

Despite a recent local marketing and media campaign to highlight this valuable role, recruiting Shared Lives carers has been very difficult in Derbyshire. We are very concerned that without providing some additional support to this valuable resource we will be unable to sustain existing carers throughout the COVID-19 pandemic and may also risk losing those carers who may feel they are no longer able to or can afford to continue in this role. Consequently, we propose to make an additional £40 per week payment to all our Shared Lives carers until such times we can reintroduce our previously agreed respite/short breaks arrangements.

For short break and day support carers a 'one off' payment was considered, but this was thought to be unfair due to the different level of support that each carer gives. The proposed method better reflects the range of activities undertaken by the carer to support each individual/s they care for.

The risk for the department is that if we do not show some recognition of the time that carers are putting in they will potentially look to end the Shared Lives placement they support. There is a risk of losing some very good carers and the people they are caring for would then have to be placed in significantly more expensive care and support packages put in place.

For short break and day support carers the risk to them is no income and no opportunity to take advantage of the government's schemes. The risk to the department is the loss of Shared Lives carers.

The decision would not normally be subject to consultation

3. Comments from Principal Social Worker

Shared Lives is an important way we can help support people to stay as independent as possible and our Shared Lives carers require both skill and commitment to values of caring for others. This commitment helps to ensure Shared Lives arrangements are safe, supported and valued. This in turn should support the wellbeing of clients.

Information about these arrangements need to be appropriately shared in accessible formats.

4. Financial Considerations

The weekly costs of these proposals are estimated to be:

- Full Time Carers - £1,800
- Respite Carers - £1,500

With the total cost for the eight weeks being £26,400

This would be a commitment against council resources and partially offset from the non-ring-fenced COVID-19 Government Grant.

All decisions around meeting COVID-19 costs are unlikely to be fully funded from current Government additional funding available. As such implications will fall on the ability to provide services for the rest of the financial year and into the medium term.

5. Legal Considerations

No implications from a Care Act perspective. It is sensible to seek to support these providers, given the market shaping duties under the Care Act.

6. Equality implications

Following consideration and assessment of the proposed decision it is considered that no groups from an equality perspective are being negatively impacted. The proposal recognises the valuable contribution that carers make to support vulnerable people through the Shared Lives arrangements.

7. Other Considerations

In preparing this report the relevance of the following factors has been considered: Human Rights, health, environmental, transport, property, social value and crime and disorder considerations.

8. Background Papers

The Office Decision Record is attached to this report at appendix 1.

9. Key Decision

No

10. Is it required that the Call-in period be waived in respect of the decisions being proposed within this report?

No

11. Officer's Recommendation

Cabinet are asked to note the urgent decision taken by Corporate Management Team on 21 May to make discretionary payments in order maintain our Shared Lives carer capacity and reliance with effect from 1 April 2020 to support placements.

Helen Jones
Executive Director – Adult Social Care & Health
County Hall
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Appendix 1

DERBYSHIRE COUNTY COUNCIL

OFFICER DECISION AND DECISION REVIEW RECORD

Officer: Helen Jones <i>*For emergency powers, this would be the Executive Director</i>	Service: Adult Social Care and Health
Delegated Power Being Exercised: Emergency powers <i>*The delegation detailed in the Constitution to the specified officer or emergency powers</i>	
Subject of Decision: (i.e. services affected)	The ability to make discretionary payments in order maintain our Shared Lives carer capacity and reliance with effect from 1 April 2020 to support placements.
Is this a review of a decision? If so, what was the date of the original decision?	No
Key decision? If so have Democratic Services been notified?	No – as it does not affect significant numbers of people in two or more electoral divisions. It does not involve spending more that £500,000.
Decision Taken (specify precise details, including the period over which the decision will be in place and when it will be (further) reviewed):	<p>From 1 April 2020 it is proposed to:</p> <ul style="list-style-type: none"> • Pay full time Shared Lives carers an additional £40 per week. • Pay short break and day support Shared Lives carers the amount which they ordinarily would have earned. <p>Due to the lack of day and residential short breaks being available to shared lives carers they are in effect being asked to provide unpaid care for 3 days per week 9 to 5 plus the 4 weeks 28 days per year (pro rata). Over the 2 months since the suspension of day and residential services this equates to a total of 27 days unpaid work.</p> <p>This proposal would be initially implemented for a period of eight weeks, after which a review will take place with the service manager responsible for Shared Lives and the appropriate Group Manager with Assistant Director oversight on a fortnightly basis. The review would ascertain whether the additional payments need to continue for a further period of time. This would be a delegated decision.</p>

<p>Reasons for the Decision (specify all reasons for taking the decisions including where necessary reference to Council policy and anticipated impact of the decision)</p> <p>Where the decision is subject to statutory guidance please state how this has been taken into consideration.</p>	<p>DCC Shared Lives carers provide family based 24 hour accommodation and support primarily for people with learning disabilities.</p> <p>Some Shared Lives carers also provide both day care and overnight short break opportunities in order that carers of people who continue to live in a family home can have a break from their caring roles</p> <p>In order to sustain what can be a demanding role, the current offer to DCC Shared Lives carers who provide family type accommodation includes the following regular short breaks from their caring role</p> <ul style="list-style-type: none"> • 3 days daytime breaks per week between 9am to 5pm • 4 weeks residential short breaks <p>This is typically (though not exclusively) accessed through DCC Direct Care day services and DCC or health residential short breaks provision.</p> <p>The COVID-19 pandemic has resulted in closure of all day and short break services including those run by DCC and the NHS health trust. Consequently, this has curtailed available breaks for Shared Lives carers forcing them to undertake care on a 24/7 basis for the foreseeable future.</p> <p>Those Shared Lives cares who provide regular short breaks for the families/carers of people with learning disabilities and breaks during the day are currently unable to do so due to both the closure of day services and the rules on social distancing. Consequently, they have seen a significant drop in their income.</p> <p>These Shared Lives carers are not able to take advantage of government schemes for the self-employed throughout the pandemic response period and are therefore financially disadvantaged unless DCC makes an additional payment.</p> <p>Despite a recent local marketing and media campaign to highlight this valuable role, recruiting Shared Lives carers has been very difficult in Derbyshire. We are very concerned that without providing some additional support to this valuable</p>
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	<p>resource we will be unable to sustain existing carers throughout the COVID-19 pandemic and may also risk losing those carers who may feel they are no longer able to, or afford to continue in this role. Consequently, we propose to make an additional £40 per week payment to all our Shared Lives carers until such times we can reintroduce our previously agreed respite/short breaks arrangements.</p>
<p>Alternative Options Considered (if appropriate) and reasons for rejection of other options</p>	<p>For short break and day support carers a 'one off' payment was considered, but this was thought to be unfair due to the different level of support that each carer gives. The proposed method better reflects the range of activities undertaken by the carer to support each individual/s they care for.</p> <p>A summary of approaches taken in other local authority areas is attached as Appendix 1.</p>
<p>Has a risk assessment been conducted- if so what are the potential adverse impacts identified and how will these be mitigated</p>	<p>The risk for the department is that if we do not show some recognition of the time that carers are putting in they will become very disgruntled and potentially look to end the Shared Lives placement they support. There is a risk of losing some very good carers and the people they are caring for would then have to be placed in significantly more expensive care and support packages put in place. For short break and day support carers the risk to them is no income and no opportunity to take advantage of the governments' schemes. The risk to the department is the loss of Shared Lives carers.</p>
<p>Would the decision normally have been the subject of consultation with service users and the public. If so, explain why this is not practicable and the steps that have or will be taken to communicate the decision</p>	<p>No</p>
<p>Has any adverse impact on groups with protected characteristics been identified and if so, how will these be mitigated?</p>	<p>No groups are being negatively impacted.</p>

<p>Background/Reports/Information considered and attached (including Legal, HR, Financial and other considerations as required))</p>	<p>Comments from Finance The weekly costs of these proposals are estimated to be:</p> <ul style="list-style-type: none"> • Full Time Carers - £1,800 • Respite Carers - £1,500 <p>With the total cost for the 8 weeks being £26,400</p> <p>This would be a commitment against council resources and partially offset from the non-ring-fenced Covid-19 Government Grant. All decisions around meeting Covid-19 costs are unlikely to be fully funded from current Government additional funding available. As such implications will fall on the ability to provide services for the rest of the financial year and into the medium term</p> <p>Comments from Principal Social Worker Shared Lives is an important way we can help support people to stay as independent as possible and our Shared Lives carers require both skill and commitment to values of caring for others. This commitment helps to ensure Shared Lives arrangements are safe, supported and valued. This in turn should support the wellbeing of clients. Information about these arrangements need to be appropriately shared in accessible formats.</p> <p>Comments from legal No implications from a Care Act perspective. It seems to be a financial decision around how much is allocated for this purpose. It is sensible to seek to support these providers, given the market shaping duties under the Care Act.</p>
<p>Consultation with relevant Cabinet Member(s) – please note this is obligatory.</p>	<p>Consultation with Cllr Wharmby on decision 27/05/2020 Consultation with Cllr Wharmby on review of ODR at Cab Co 11/06/2020, full ODR pending sign off at Cab Co meeting which is to be scheduled.</p>
<p>Decision:</p>	<p>Agreed by CMT 22/05/2020. 27/05/2020 – agreed that payments would be after the decision was reported to Cab Co. 04/06/2020 review by SMT: It was noted that due to the lack of day and residential short breaks being available to shared lives carers, individuals are in effect being asked to provide unpaid care for three days per week and this needs to be recognised formally via additional payments. Therefore the current temporary arrangements need to remain in place.</p> <p>Review by SMT 18/06/2020: Due to the lack of day and residential short breaks being available to shared lives carers,</p>

	individuals are in effect being asked to provide unpaid care for 3 days per week 9 to 5 plus and this needs to be recognised formally via additional payments. It is proposed that this arrangement continues.
Signature and Date: Helen Jones 22/05/2020	