

REPORT FOR DECISION

DECISION OF:	CABINET
DATE:	8 JULY 2015
SUBJECT:	GRANT: PILOT TO SUPPORT CARERS TO REMAIN IN PAID WORK
REPORT FROM:	COUNCILLOR ANDREA SIMPSON – CABINET MEMBER FOR HEALTH AND WELLBEING
CONTACT OFFICER:	Tracy Minshull, Strategic Lead (Strategy and Development), Communities & Wellbeing
TYPE OF DECISION:	CABINET KEY DECISION
FREEDOM OF INFORMATION/STATUS:	This is within the public domain
SUMMARY:	Bury's pilot to support working carers to retain employment is the result of a successful funding application to the Government Equalities Office, Department for Work and Pensions and Department of Health. The total funding secured is £125,032 over a period of two years.
OPTIONS & RECOMMENDED OPTION	<p>It is recommended that Cabinet:</p> <ol style="list-style-type: none"> 1) Agree to support the aims and objectives of the pilot. 2) Agree that the Council participates in the pilot. 3) Agree that managers and carers will be supported to be part of the pilot. 4) Agree that the Council will support implementation of any recommendations that come out of the pilot (e.g. refreshing carer-friendly policies and procedures). This will sanction the culture change of the organisation and ensure that the Council leads the way in supporting carers.
IMPLICATIONS:	
Corporate Aims/Policy Framework:	<p>Do the proposals accord with the Policy Framework?</p> <p>Yes</p>
Statement by the S151 Officer: Financial Implications and Risk	The pilot will be fully funded by grant secured by the Council; totalling £125,032 over 2 years.

Considerations:	
Statement by Executive Director of Resources:	Carers play a vital role in service delivery, and this pilot seeks to ensure that they are able to remain in employment. This applies both internally where the Council is the employer, but also through liaison with other local employers.
Equality/Diversity implications:	Yes (see paragraph below)
Considered by Monitoring Officer:	The pilot will have a positive impact on carers by assisting their identification, ensuring they are aware of their rights, being signposted to appropriate services and providing evidence on how assistive technology can support carers to remain in employment. It is anticipated that the pilot will achieve better understanding of the role of carers and their needs, particularly by employers, and that this will result in more carer friendly policies and procedures.
Wards Affected:	All wards.
Scrutiny Interest:	

TRACKING/PROCESS

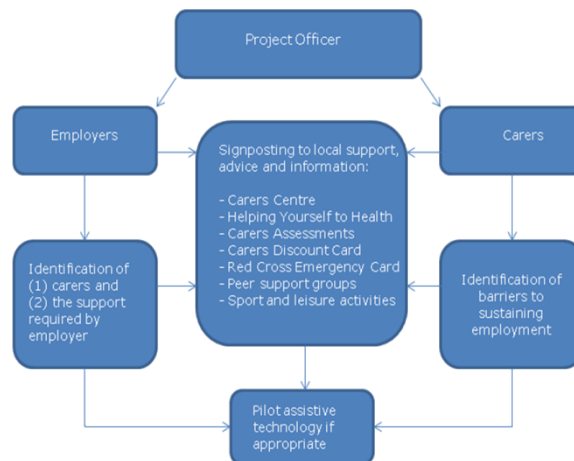
DIRECTOR: Pat Jones-Greenhalgh

Chief Executive/ Strategic Leadership Team	Cabinet Member/Chair	Ward Members	Partners
Scrutiny Committee	Cabinet/Committee	Council	

1.0 BACKGROUND

- 1.1 The concept of this pilot is to build upon existing carers services and support in Bury whilst building an evidence base to promote the use of assistive technology.

- 1.2 A dedicated Project Officer will be recruited to manage the pilot to ensure that key stakeholders, including employers, are involved throughout. The Project Officer will identify and support both employers and carers and will become a referral mechanism on to the pilot. They will assess the carers' needs to understand what support they require, both to sustain their employment and to support them in their wider caring role, and refer to universal and targeted support as appropriate. Employers will be given practical information on how to support carers within their workplace (based on national best practice), including advice on how to develop carer-friendly policies and procedures.



2.0 ISSUES

- 2.1 The intended post holder will sit within the Strategic Planning and Economic Development team (Resources and Regulation) and will have management and peer support to initiate and develop the pilot. As the funding was originally sought by the department for Communities & Wellbeing the two departments will continue to work together throughout the life of the pilot.
- 2.2 A working group of key stakeholders has been established to oversee the pilot with members contributing their experience and expertise to ensure we benefit from as wide a range of professionals as possible. This includes Carers Forum, Carers Centre, Carelink, Health Improvement Officers and employers. Links have also been made to Social Care Institute for Excellence – they are overseeing the funded pilot areas and will commission their own independent evaluation of each site.
- 2.3 As sustainability is integral to the design of this pilot, the Project Officer will also look at future funding models, for example, does the carer pay for the ongoing use of the technology (either as a self funder or through a Carers Personal Budget), does the employer pay or will the evidence strongly support the introduction of a salary sacrifice scheme where carers have the opportunity to purchase technological support as parents can purchase childcare vouchers? It is envisaged that the Project Officer will focus on a model for sustainability which can be presented to central Government to influence national policy.

- 2.4 A job description has been written and moderated. This post will be recruited to as soon as possible. A project plan is currently being developed to enable the co-ordinator commence work as soon as they are in post. A monitoring and evaluation framework has been written and agreed and a full risk analysis has been written detailing contingency plans.
- 2.5 The outcome of the Equality Analysis shows that working carers will benefit from the pilot as it will assist with their identification, ensuring they are aware of their legal rights and being signposted to appropriate services. By taking account of the needs of working carers, services will become more inclusive and accessible.

1.0 CONCLUSION

- 3.1 This pilot aims to ensure that carers are supported to balance work with their caring role. In addition to this, carers will have access to good quality information and will receive the support they need. The pilot will be monitored by the Bury Employment and Skills task group which reports to the Economic Partnership Group (aligning to the stronger local economy priority for Bury Council).

List of Background Papers:-

1. Project proposal



Project Plan
FINAL.docx

2. Equality Analysis



EA - Working Carers
Pilot - May 2015.doc

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