

# Impact Assessment

## Direct Payments



12/01/2022

Reference: 9012-3097-5625-4116

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

**This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.**

**It will also help the Council make the best possible decisions for the people of Powys.**

# 1. Proposal Information

<b>Author name</b>	Michael Gray, Head of Adult Services
<b>Head of service</b>	Michael Gray, Head of Adult Services
<b>Portfolio holder</b>	Myfanwy Alexander, portfolio holder for Portfolio Holder for Adult Social Care, Welsh Language and Communications
<b>Proposal title</b>	Direct Payments
<b>Description of proposal</b>	Direct Payments - Identifying the level of domiciliary care packages (average of 14 hours/week) is critical to finding efficiencies and the use of Direct Payments a solution if linked to the new strength based approach in Social Work practice.

## 2. Savings and Consultation requirements

### Profile of savings delivery

2021-22	2022-23	2023-24	2024-25	2025-26	2026+	Total savings
£0	£200,000	£0	£0	£0	£0	£200,000

### Further information

This proposal seeks to further embed our direct payments offer, by making direct payments easy to understand and use, through effective communications and engagement, and easy to use self service options. The risk to the community is low but sustained and well planned communications and engagement will be needed to promote the benefits of direct payments to both residents and adult services staff. The proposal is in line with the Social Services and Wel-being Act Wales (2014).

### Consultation requirements

<b>Consultation required?</b>	No
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### Justification

The use of direct payments are encouraged in the Social Services and Wellbeing Act. Part 4- Code of Practice makes clear that Direct payments are an important mechanism by which people can exercise choice, voice and control to decide how to meet their needs for care and support and achieve their personal outcomes. As such direct payments are an integral part of meeting people's needs through care and support planning, and must not be seen as a separate, secondary consideration.

## 3. Impact on other service areas, geographical areas and data protection

### 3a. Impact on other service areas

- Adult Services

### 3b. Impact on geographical locations

The entire county

### 3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?

Yes

Is Powys County Council the data controller?

Yes

Further information

## 4. Impact on Vision 2025

### 4a. The economy

<b>Impact</b>	There may be a greater use of community/third sector and independent providers of care as more people look to utilise direct payments to fund more creative means of support.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Ongoing promotion of virtual wallet and PA finder.
<b>Mitigated impact rating</b>	Good

#### 4b. Health and care

<b>Impact</b>	Promoting the use of direct payments and ensuring that the offer is attractive will help contribute to a greater mixed economy of provision within the County. Direct payments will provide greater choice and flexibility for those that need care and support.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
<b>Mitigated impact rating</b>	Good

#### 4c. Learning and skills

<b>Impact</b>	None
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#### 4d. Residents and communities

<b>Impact</b>	Direct payments provide greater choice and control compared to commissioned provision.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
<b>Mitigated impact rating</b>	Good

#### 4e. Evidence

Direct payment uptake will be monitored through monthly data intelligence report, through the measure below:

### ***Percentage of Care Packages Provided by Direct Payment - Scheduled***

Analysis suggests that there is on average, a £5 difference per hour between a direct payment rate and a commissioned home care rate.

£5 difference x average hours per week (14 hours) x 52 = £3640

If 55 individuals are to be converted to direct payments, this will achieve approximately £200K which is the required savings amount.

## **5. Impact on well-being goals including Welsh language and equalities**

### **5a. A prosperous Wales**

<b>Impact</b>	If more people are to use direct payments, there will be more demand for innovative local businesses such as micro-enterprises.
<b>Impact rating</b>	Good
<b>Mitigation</b>	To further develop the market for direct payment recipients.
<b>Mitigated impact rating</b>	Good

### **5b. A resilient Wales**

<b>Impact</b>	None
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### **5c. A healthier Wales**

<b>Impact</b>	Direct payments offer flexibility and choice about how to meet care and support needs, but they can only be spent in line with the support plan.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.

<b>Mitigated impact rating</b>	Good
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## 5d. A Wales of cohesive communities

<b>Impact</b>	Direct payments offer flexibility and choice about how to meet care and support needs, but they can only be spent in line with the support plan.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
<b>Mitigated impact rating</b>	Good

## 5e. A globally responsible Wales

<b>Impact</b>	None
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## 5f. A Wales of vibrant culture and thriving Welsh language

### Using Welsh

<b>Impact</b>	None
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### Promoting Welsh

<b>Impact</b>	Direct payments would enable people to secure Welsh speaking support staff should this be available and required.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
<b>Mitigated impact rating</b>	Good

### Sports, Art & Recreation

<b>Impact</b>	Direct payments offer flexibility and choice about how to meet care and support needs, but they can only be spent in line with the support plan.
<b>Impact rating</b>	Good

<b>Mitigation</b>	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
<b>Mitigated impact rating</b>	Good

## 5g. A more equal Wales

### Age

<b>Impact</b>	Direct payments offer flexibility and choice about how to meet care and support needs, but they can only be spent in line with the support plan.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
<b>Mitigated impact rating</b>	Good

### Disability

<b>Impact</b>	Direct payments offer flexibility and choice about how to meet care and support needs, but they can only be spent in line with the support plan.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
<b>Mitigated impact rating</b>	Good

### Gender Reassignment

<b>Impact</b>	None
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### Marriage or Civil Partnership

<b>Impact</b>	None
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### Race

<b>Impact</b>	None
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## Religion or Belief

Impact	None
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## Sex

Impact	None
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## Sexual Orientation

Impact	None
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## Pregnancy and Maternity

Impact	None
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## Socio-economic Duty

Impact	None
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## 5h. Evidence

Powys has a strong record, relative to other Authorities in the promotion and uptake of direct payments. Approximately 20% of all care packages in Powys are delivered via a direct payment and our investment in the Virtual wallet and PA finder has made the administration of direct payments easier for residents. Engagement with direct recipients in Powys has shown that they are a key means of helping people decide how they can meet their own care and support needs in a way that works for them.

## 6. Impact on key guiding principles & workforce

### 6a. Sustainable development principles

#### Long-term

Impact	With an ageing population, we know that more people will require care and support. Personalised care options such as direct payments will contribute to the Council's ability to manage this increase in demand in a sustainable way.
Impact rating	Good



Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
Mitigated impact rating	Good

## Collaboration

Impact	Part 4 Code of Practice is clear that <i>"Local authorities must promote self-management and aim to increase independence by enabling people to become actively involved in shaping their care and support. In the development of, and provision of a direct payment, a local authority must encourage and support people to determine their own personal outcomes and the care and support they require to achieve these taking into account their existing support networks. People must be encouraged to find creative, flexible and innovative ways to maximise their personal outcomes."</i>
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
Mitigated impact rating	Good

## Involvement (including Communication and Engagement)

Impact	None
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## Prevention

Impact	Where eligible care and support needs, or support needs in the case of a carer, have been identified and that individual, or their representative, expresses a wish to receive one, direct payments must be made available in all cases where they enable personal outcomes to be achieved. A local authority must be innovative and creative when working in partnership with recipients or their representatives to explore ways a direct payment can be used to secure the personal outcomes. Preventative options can be funded through direct payments also.
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.

<b>Mitigated impact rating</b>	Good
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## Integration

<b>Impact</b>	Direct payments makes it easier for a resident to draw upon a mixed economy of provision when identifying how eligible needs can be best met.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
<b>Mitigated impact rating</b>	Good

## 6b. Impact on the workforce

<b>Impact</b>	None
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## 6c. Impact on payroll

<b>Impact</b>	None
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## 6d. Welsh language impact on staff

<b>Impact</b>	None
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## 6e. Impact on apprenticeships

<b>Impact</b>	None
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## 6f. Evidence

Success will be monitored through monthly data intelligence meetings and savings tracker meetings.

## 7. Likelihood and risks

### Risk 2

<b>Description</b>	If direct payments are deemed too difficult to manage, then uptake will be lower than anticipated.				
<b>Likelihood score</b>	2	<b>Impact score</b>	3	<b>Risk rating</b>	6.0
<b>Mitigation</b>	Yes. Through promotion of virtual wallet/PA finder and direct payment support service when appropriate.				
<b>Residual likelihood score</b>	1	<b>Residual impact score</b>	3	<b>Residual risk rating</b>	3.0

## 8. Overall summary and judgement

### Outline assessment

This proposal seeks to further embed our direct payments offer, by making direct payments easy to understand and use, through effective communications and engagement, and easy to use self service options. The proposal is in line with the Social Services and Wel-being Act Wales (2014) which promotes independence and flexibility and choice around care and support.

**Cabinet reference**

## 9. Additional evidence

<https://socialcare.wales/service-improvement/myths-and-facts-about-direct-payments#section-30964-anchor>

## 10. Ongoing monitoring arrangements and governance

### Monitoring arrangements

Monitoring will be through monthly data intelligence reporting and finance savings tracker.

**Review date**

07/01/2022

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