



Use of Direct Payments to employ family member's module



Introduction and scope

This module has been developed by Social Work Scotland through consultation with councils, supported people, carers and other partner organisations.

The resource can be used in its current format or can be adapted to fit local requirements and priorities. Facilitation notes are provided. We recommend anyone intending delivering this learning session familiarises themselves with the Self-directed Support Act and guidance as well as local implementation.

All slides, notes for facilitators, group exercises and case studies, can be downloaded from the Social Work Scotland website.

This module can be delivered as a stand-alone session or in combination with the other modules available.

Other modules available include:

- General Awareness
- Legal Duties
- Children and Families

Overview

This module is designed to provide participants the opportunity to explore the new rules in relation to use of direct payment to employ family members. Participants will reflect on what information is required to ensure the decision making process is as robust as possible within these circumstances, promoting the best possible outcomes for both the individual and their carer.

Content

The course will:

- Explore what's new within the regulations which accompany the new Self-directed Support Act
- Highlight the use of discretionary powers
- Help define 'exception' to the family members rule
- Explore the main considerations for practitioners
- Explore examples where this arrangement may be agreed/refused regulations



Learning Objectives

Participants will:

- Gain an understanding of what's new in relation to employing family members
- Gain an understanding of when a payment may or may not be agreed
- Explore the challenges and considerations for families and practitioners
- Identify ways of ensuring needs are met where a Direct Payment is agreed with a family member

Intended audience

- Those who attend this session should have undertaken at the minimum, the Self-directed Support awareness raising module
- Frontline practitioners/both health and social care who have a role within the assessment, planning, monitoring and delivery of services.
- Supervisors/managers/team leaders involved within the decision making process
- Finance/admin/HR personnel as an overview of the process in light of their associated role

Materials needed

- Power point slides
- A3 sheets of paper and pens for group exercises
- Regulation hand-outs
- Flip chart to note feedback
- Rebecca's story



Activity 1 - Complexities and challenges involved in employing a family member

Split the group into small groups of 3/5 and invite them to explore the complexities and challenges involved in employing a family member. Provide flip chart paper and pens - Ask the groups to feedback some key points to the larger group.

Purpose:

To encourage exploration of all the issues associated with employing a family member. Participants should be encouraged to think through their experiences to prompt discussion within the group. Thinking through both a Direct Payment user and carer's personal outcomes should also help guide the conversation.



Activity 2 - experiences or examples where a Local Authority may agree or disagree to a Direct Payment being used to employ a family member

In the same smaller groups invite the participants to explore situations where it may or may not be appropriate to agree to the employment of a family member. Provide flipchart, paper and pens. Provide participants with a copy of the hand-out of regulations to support discussion.

- What might be an example where the Local Authority would agree a direct payment to a family member? With the regulations in mind – what are the determining factors?
- What might be an example where a Local Authority may not agree to make a direct payment? With the regulations in mind – what are the determining factors?

Purpose:

- An opportunity to become familiar with the 2014 regulations and use to identify when agreement or decision not to fund a Direct Payment to employ a family member would be appropriate.
- Participants should be encouraged to draw from their own experiences or the experiences of others in order to fully understand the process that informs a decision being made.



Activity 3 - Rebecca's story

In the same small groups invite the participants to consider the issues and opportunities to employ a family member using the case study provided.

Purpose:

This exercise provides an opportunity to discuss the issues involved within the decision making process. It should prompt discussion around, who to speak with, what information's needed, risk, support planning, evidencing decisions and the monitoring and reviewing requirements of an arrangement if agreed.



Suggested programme and timings

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| Welcome, introduction, house keeping | Slide 1 | 5 mins |
| Learning objectives | Slide 3 | 5 mins |
| Brief overview | Slide 4 | 5 mins |
| What's new with the regulations | Slides 5 & 6 | 10 mins |
| Values and principles | Slide 7 | 5 mins |
| Definition of a family member | Slide 8 | 5 mins |
| Activity 1 | Slide 9 | 20 mins |
| Coffee Break | Slide 10 | 20 mins |
| Exceptions to the family member rule | Slide 11 | 5 mins |
| Activity 2 | Slide 12 | 20 mins |
| What does this mean? | Slide 13 | 5 mins |
| Considerations for practitioners | Slides 14 & 15 | 10 mins |
| Activity 3 | Slide 16 | 25 mins |
| Key messages | Slide 17 | 5 mins |
| Suggested links and reading | Slide 18 | 5 mins |