**Frequently Asked Questions**

**If a cash budget recipient pays their Personal Assistant above the Real Living Wage, will the Local Authority pay the cost difference, or will the cash budget recipient be expected to pay the cost difference?**

The cash budget will be funded to pay the Personal Assistant the Real Living Wage. If a cash budget recipient chooses to pay above this rate, they would need to pay the difference in costs.

**Will the updated policy take into account the differences between a Personal Assistant and a self-employed Personal Assistant?**

The Local Authority has taken on-board the feedback from the consultation responses received so far, and will consider this in the post consultation report that is sent to the Integrated Care Partnership Board for a decision on the consultation proposals.

**Aren’t you taking away people’s choice and control?**

The aims of the proposals are to give people choice and control by ensuring a consistent and collaborative approach is applied when agreeing and managing cash budgets. The proposals also aim to ensure the funding available is sufficient to meet the needs of the entire local population, while meeting the eligible needs of an individual.

**l don't understand where the £22.25 per hour amount comes from. We pay £12.60 an hour. Where does the £9.65 difference come from?**

We currently fund each hour of eligible need at £22.25 per hour. This amount includes the amount paid to the Personal Assistant, plus all the additional ‘on-costs’, including national insurance, holiday pay etc. It also includes the ‘cost of running a business’ including management costs, payroll costs, Care Quality Commission fees etc. The proposal is to remove the cost of running a business from the funding as either the costs don’t apply to someone using a Personal Assistant (e.g. Care Quality Commission fees) or the Council is proposing to fund these separately in future (e.g. payroll costs).

***Table to show hourly rates with cost of business included:***

|  |  |
| --- | --- |
| Real Living Wage | £12.60 |
| Wage on costs (e.g. National Insurance, Pension, holiday pay) | £4.07 |
| Cost of running a business | £5.58 |
| Total | £22.25 |

***Table to show hourly rates with cost of business taken away:***

|  |  |
| --- | --- |
| Real Living Wage | £12.60 |
| Wage on costs (e.g. National Insurance, Pension, holiday pay) | £4.07 |
| Total | £16.67 |

**Will I still be able to meet my needs?**

Yes, the individuals budget is calculated based on a level of need across a number of aspects within a person’s Care Act Assessment, aligned with statutory eligibility criteria. Information from the Care Act Assessment determines the care and support required using the hourly rate detailed above, to determine the value that will be needed to purchase the agreed care and support. The proposed new hourly rate still allows a cash budget recipient to pay the Real Living Wage and other related wage on-costs as detailed above, the suggestion is to take out completely the cost of ‘running a business’ for those who employ a PA.

**If the council arranges and funds the insurance, support services and Disclosure and Barring Service checks then it won't have to come out of someone's budget and will result in savings?**

Currently the cash budget recipient has to meet the costs for insurance, support services and Disclosure and Barring Service checks from their cash budget allocation. The proposal being made mean that insurance costs, support service costs and DBS costs will still need to be paid where applicable, but the Council will arrange and fund these outside of the cash budget allocation which will ‘off-set’ some of the reduction in funding for people who use a Personal Assistant.