south ayrshire
health & social care
partnership

Meeting of South Ayrshire Health and Social Care Partnership	Integration Joint Board
Held on	**20th October 2021**

Agenda Item:	8

Title:	**Self-Directed Support**

Summary:

The purpose of this report is to update IJB members on work around Self-directed Support and linked options following a discussion at the September 2021 IJB.

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Recommendations:

It is recommended that the Integration Joint Board

    i. Note the update on Self-directed Support and related matters.

Route to meeting:

This report comes at the request of the IJB on 22nd September.

Directions:		Implications:	
1. No Directions Required	☐	Financial	☐
2. Directions to NHS Ayrshire & Arran	☐	HR	☐
		Legal	☐
3. Directions to South Ayrshire Council	☐	Equalities	☐
		Sustainability	☐
4. Directions to both SAC & NHS	☐	Policy	☐
		ICT	☐

SELF DIRECTED SUPPORT & LINKED OPTIONS

1. PURPOSE OF REPORT

1.1 The purpose of this report is to update IJB members on work around Self-directed Support and linked options following a discussion at the September 2021 IJB.

2. RECOMMENDATION

2.1 It is recommended that the Integration Joint Board

ii.   Note the update on Self-directed Support and related matters.

3. BACKGROUND INFORMATION

3.1 At the IJB meeting on 22nd September 2021, following a range of discussions regarding the use of Personal Assistants, use of Ayrshire Independent Living Network (AILN) and wider Self-directed Support (SDS) related issues, it was agreed that an update paper be prepared and tabled at the October 2021 IJB.

4. REPORT

Self-Directed Support – background

4.1 Self Directed Support (SDS) allows people who have reached eligibility for paid social care supports, to be able to exert choice and control regarding how they receive support.

4.2 SDS choices **should** be made following an assessment of needs and discussion with the individual around the Self Directed Support options, in order that they can make an **informed** choice. The social worker should furnish them with an SDS booklet to consider further, based on the guidance around roles and expectations before making a decision. Once their assessment of needs is completed, authorised and recommendations made around traditional services for equivalent budgetary purposes, the individual's personal budget is then identified. This allows them to look at their options more fully, with costings attached.

4.3 The 4 options under SDS are:

- *Option 1*
  - The service user take direct payments (the money) to buy the support they want - this could be employing a Personal Assistant, buying support from a Care Company or something else that will give them the support they need.

- **Option 2**
  - The service user tells the HSCP to arrange the support they choose and the money is managed by them.
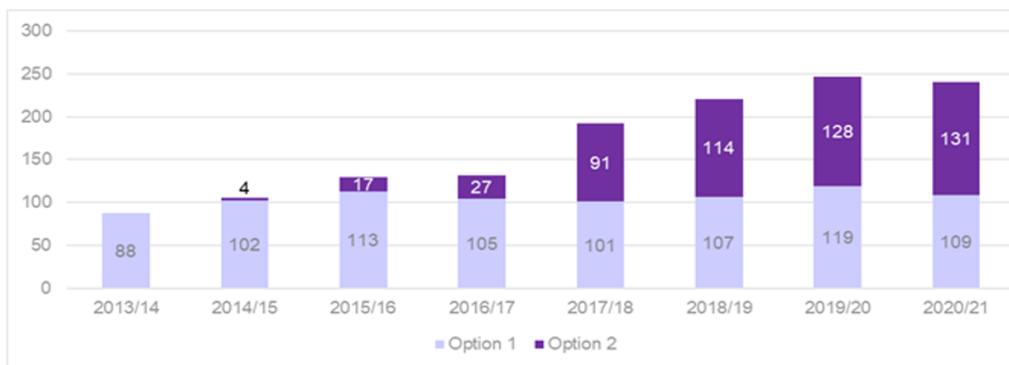
- **Option 3**
  - The HSCP chooses and arranges the support they think is best for the service user

- **Option 4**
  - A mix of the options
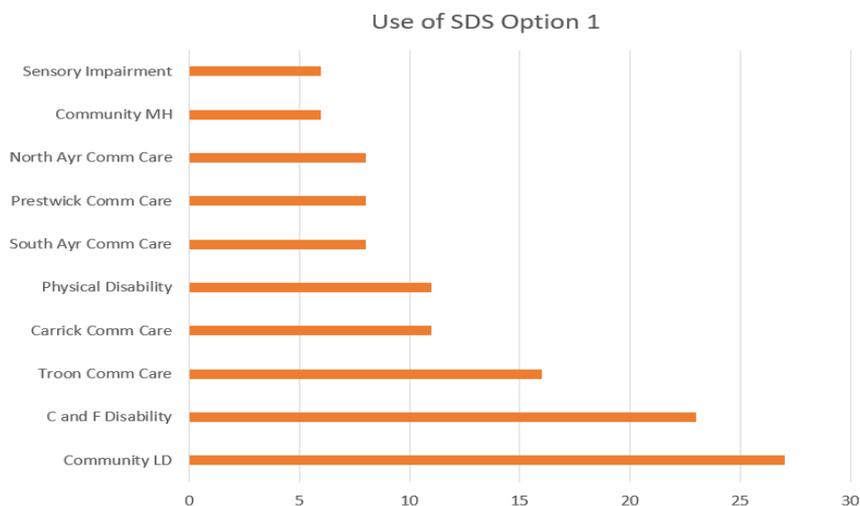
4.4. SDS – local use of options
The table below sets out the changes and increasing deployment of more flexible options re SDS.
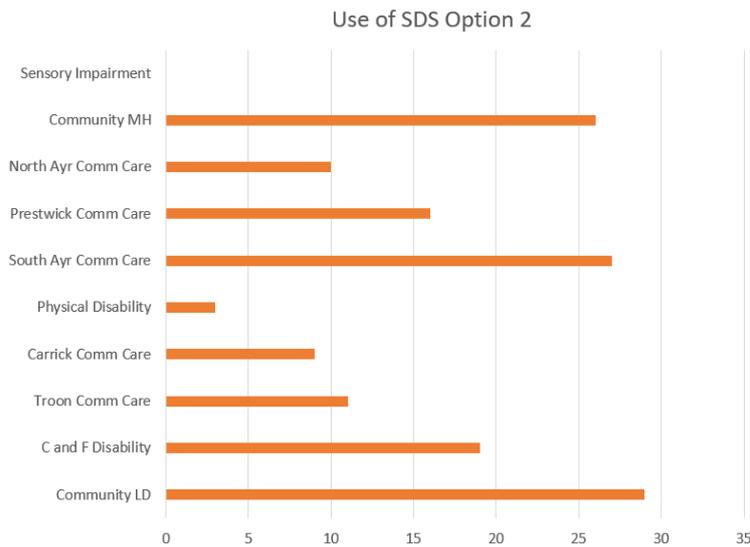
Self Directed Support - Options Uptake 2013 - 2021

(Option 1- Direct Payment   Option 2- Individual Service Fund)

The Tables below summarises the use of SDS Options 1 and 2 by Team in 20/21:

Use of SDS Option 1

Use of SDS Option 2

4.4 Self-directed support – used of Personal Assistants

4.5 The use of Personal Assistants (PAs) as direct employees and Personal Assistants whom are Self Employed is an effective means of ensuring the individual gets the greatest possible choice, control and design in their care and support needs.

4.6 PAs provide consistency and positive relationships are fostered far earlier than with any other option and they can be flexible within their routine and design it in a more person-centred way. They have the opportunity to enjoy far greater flexibility and creativity within their roles when working with PAs.

4.7 They are encouraged to be innovative and can look at doing things very differently, in ways which would not be considered as part of option 3 service.

4.8 Support from Ayrshire Independent Living Network (AILN)

4.9 Employing one's own PA is a significant challenge for many people. AILN provides the infrastructure support across Ayrshire that deals with the overall support and backroom functions (such as HR/Payroll).

4.10 AILN is a peer-led organisation run by people who either get support or have experience of caring for someone. They assist people through their own Self-directed Support (SDS) journey. It is a not-for-profit service working across Ayrshire since 2001.

4.11 AILN provides a range of choices so that people can manage their SDS personal budget whether employing PAs and/or buying support provided by an agency.

The table below sets out the existing use of AILN in relation to Personal assistants.

AYRSHIRE INDEPENDENT LIVING NETWORK - PAYROLL SUPPORT

To individuals employing Personal Assistants/Support Staff

TEAM	PAYROLL 3RD PARTY	PAYROLL SERVICE	PAYROLL OTHER
CHILDREN & FAMILIES DISABILITY TEAM	13	4	2
SOUTH AYR COMMUNITY CARE	2	2	1
MAYBOLE/GIRVAN COMMUNITY CARE	7	0	0
PRESTWICK COMMUNITY CARE	4	2	0
NORTH AYR COMMUNITY CARE	7	1	0
TROON COMMUNITY CARE	3	0	0
COMMUNITY LEARNING DISABILITY TEAM	8	7	4
PHYSICAL DISABILITY CARE PACKAGES	5	2	2
SENSORY IMPAIRMENT TEAM	1	3	1
COMMUNITY MENTAL HEALTH TEAM	2	0	0
	52	21	10

** These figures do not represent all cases which are not Option 3 (traditional local authority arranged supports), but only those which Ayrshire Independent Living Network currently support**

4.12 Support From Brokerage Service

4.13 The use of the Community Brokerage Network is a valuable means of supporting the individual in exploring all of the resources available to enable them to work toward achieving their desired outcomes more effectively and imaginatively.

4.14 This means looking beyond the traditional, formal option 3 services and resources available, which in turn are mirrored in option 2 services and resources through the authorised providers list and looking at what's out there in private and voluntary resources.

4.15 This includes self-employed individuals who bring their own set of skills, knowledge and experiences to their role, to the benefit of the individual. Brokers support the individual in considering what it is they would like to do in order to facilitate change, achieve their outcomes, to advocate their views more effectively, to become more empowered, and to take control of their lives, whilst promoting positive risk taking.

4.16 The individual is encouraged by the social worker and Brokerage to include their community in their life again, by accessing community led resources as well as formal and private sector and to recognise themselves as a community resource too.

4.17 Developing wider options including micro-enterprise

4.18 HSCP staff are seeking to develop other options within the community and third sector to support individuals by considering micro enterprise. Self-employed

individuals who set themselves up as a registered business for a specific purpose and to offer that service to individuals with support needs are increasingly emerging in today's world of care and support.

4.19 In Scotland, a good example of innovation is the [Care and Well-being Company](#) operating in Perthshire which oversees a range of small micro-enterprises that provide health and care services, particularly in rural Perthshire and including home care in very remote villages.

4.20 Within South Ayrshire HSCP, there is development work taking place in partnership with VASA and others, in order to grow this more flexible response to need particularly seeking to address rural access issues.

4.21 Whilst this work is in early stages, it might make a significant contribution to supporting service users in very rural parts of South Carrick for example.

Conclusions

4.22 Significant progress is being made in relation to enabling people to exert real choice and control with their SDS related resource and this is illustrated with greater use of the more flexible options. Options include the increasing number of people using Personal Assistants (including those supported by Ayrshire Independent Living Network).

4.23 Supporting citizens to exert choice is supported by wider services like A|ILN and the Brokerage Network.

4.24 There is significant variance in the choices deployed for SDS Options and there is a positive opportunity for Teams (geographic and thematic) to share good practice in this respect. For example, the Carrick (Maybole/Girvan) Community Care Team enables much greater proportionate use of Option 1 than other Teams.

4.25 As demand for services increases and existing sources of support become more limited, there is the need to 'facilitate the market' particularly developing Micro-enterprise options in rural areas. This should be developed in partnership with VASA and Council officers linked to economic development (including Community Wealth Building)

5. STRATEGIC CONTEXT

5.1 SDS continues to be a fundamental element of the IJB Strategic Plan, contributing to the achievement of the following objective among others:

We work together to give you the right care in the right place

6. IMPLICATIONS

6.1 Financial Implications
6.1.1 No financial implications.

6.2 Human Resource Implications
6.2.1 There are no immediate HR implications although some of the content in the paper highlights wider opportunities re developing more flexible workforce options.

6.3 Legal Implications
6.3.1 No legal implications.

6.4 Equalities implications
6.4.1 No Equality implications

6.5 Sustainability implications
6.5.1 No sustainability implications.

6.6 Clinical/professional assessment
No issues

7. CONSULTATION AND PARTNERSHIP WORKING

7.1 This paper has not been consulted upon out with the HSCP Teams responsible for SDS and the Head of Service.

8. RISK ASSESSMENT

8.4. Low risk status

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BACKGROUND PAPERS

SA HSCP SDS Policy Statement
https://archive.south-ayrshire.gov.uk/documents/sds%20policy.pdf

12/10/21