

# Impact Assessment

## Direct Payments



05/01/2023

Reference: 7829-6491-0551-4665

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>	Sian Cox, portfolio holder for Cabinet Member for a Caring Powys
<b>Proposal title</b>	Direct Payments
<b>Description of proposal</b>	<p>To actively encourage greater take-up of direct payments which is a more cost effective means of funding care and support compared to externally commissioned domiciliary care organised by the Local Authority.</p> <p>Working in a strength based way with citizens receiving Domiciliary Care to promote and encourage the alternative use of Direct Payments from Domiciliary Care based support.</p>

## 2. Savings and Consultation requirements

### Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£200,000	£0	£0	£0	£0	£200,000

### Further information

Direct payments are a way for people to arrange their own care and support. They improve choice, control and independence.

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.

### 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

- Commissioning & Partnerships (Social Services)
- 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

Adult Services processes personal details of individuals for the purpose of securing necessary care and support and in line with our privacy notice. See below:

[Privacy Notice for Adult Social Care - Powys County Council](#)

## 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>	<p>Ongoing promotion of virtual wallet and PA finder so that direct payments are made as easy as possible to use and manage.</p> <p>Ongoing promotion of Personal Assistant roles to do all we can to ensure that there is a sufficiency of the necessary care and support that can be purchased via direct payments.</p>
<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>	<p>Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.</p> <p>Monitoring of quality of care via direct payments through regular care and support plan reviews to ensure that choice and control remains centre to how care and support is delivered.</p>
<b>Mitigated impact rating</b>	Good

## 4c. Learning and skills

<b>Impact</b>	Direct payment recipients may become the employer of personal assistants and therefore there may be a resulting increase in skills and employability.
<b>Impact rating</b>	Good

<b>Mitigation</b>	To ensure that every direct payment recipient has the necessary support through our direct payments support service to fulfil their obligations as an employer.
<b>Mitigated impact rating</b>	Good

#### 4d. Residents and communities

<b>Impact</b>	<p>Direct payments provide greater choice and control compared to commissioned provision.</p> <p>People with care and support needs increasing their independence and self-efficacy.</p> <p>More locality based provision of care, delivered by local residents.</p>
<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**

This proposal entails working with new individuals, to promote the uptake of direct payments, thereby managing demand away from commissioned domiciliary care provision. The efficiencies will be achieved over the course of the financial year.

The quality of care will also be monitored through regular care and support plan reviews and via close liason with the direct payments support service.

## 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>	<p>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.</p> <p>Direct payments can subsequently lead to an increase in an individual's quality of life, although this relies on a choice and sufficiency of provision being available.</p>
<b>Impact rating</b>	Good
<b>Mitigation</b>	Promotion of direct payments as a means of securing care and support and promotion of virtual wallet and PA finder will enable the Council to support the matching of direct payment recipients with suitable care and support options.
<b>Mitigated impact rating</b>	Good

## 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>	Direct payments provide more autonomy for individuals in terms of how they want their care and support to be delivered.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Ongoing promotion of virtual wallet and PA finder so that direct payments are made as easy as possible to use and manage.  Ongoing promotion of Personal Assistant roles to do all we can to ensure that there is a sufficiency of the necessary care and support that can be purchased via direct payments.
<b>Mitigated impact rating</b>	Good

## 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. Direct payments may be utilised therefore to improve physical wellbeing.
<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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## 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



<b>Impact</b>	None
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## Sex

<b>Impact</b>	None
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## Sexual Orientation

<b>Impact</b>	None
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## Pregnancy and Maternity

<b>Impact</b>	None
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## Socio-economic Duty

<b>Impact</b>	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 33.4% 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.

Residents will be supported to manage their direct payments via our direct payments support service.

## 6. Impact on key guiding principles & workforce

### 6a. Sustainable development principles

#### Long-term

<b>Impact</b>	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.
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<b>Impact rating</b>	Good
<b>Mitigation</b>	Promotion of direct payments as a means of securing care and support and promotion of virtual wallet and PA finder to maximise the care and support options that can be purchased by direct payment recipients.
<b>Mitigated impact rating</b>	Good

## Collaboration

<b>Impact</b>	<p>Part 4 Code of Practice is clear that "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."</p> <p>The Local Authority will continue to work in partnership with other support providers to maximise the care and support options available.</p>
<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

## Involvement (including Communication and Engagement)

<b>Impact</b>	None
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## Prevention

<b>Impact</b>	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.
<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

## 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 1

<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 Well-being Act which promotes independence and flexibility and choice around care and support.

**Cabinet reference**

## 9. Additional evidence

<https://socialcare.wales/resources-guidance/improving-care-and-support/care-and-support-at-home/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**

23/01/2023

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