

BORDERS DIRECT PAYMENT AGENCY NEWS

February 2008

Some of you will be aware that the Scottish Government made some changes to the Direct Payment Guidance in 2007. We thought a summary of the topics which may affect you would be useful.

Please note the changes will be explained in revised service agreements to be issued by Scottish Borders Council.

ENHANCED DISCLOSURES

Everyone who takes on staff is expected to do enhanced disclosure checks on prospective employees before they start work. Exceptional circumstances may apply, but they must be discussed, approved and documented by your Care Manager and the Agency.

EMPLOYING RELATIVES

People will no longer be able to employ relatives, wherever they live, although there may be exceptional circumstances. Exceptional circumstances must be discussed, approved and documented by your Care Manager and the Agency.

GROSS PAYMENTS

From April 2008 all Direct Payments will be made in full (gross). Anyone who has to make a contribution towards their care will receive invoices (charges) from Scottish Borders Council. Charges must be paid from the individual's personal money (not from the Direct Payment Account). This will include respite. Scottish Borders Council will be sending out individual letters to people who currently pay a charge.

If you have any concerns and wish to discuss the above changes please contact your care manager or Borders Direct Payment Agency.

RETIREMENT OF WORKERS

AGE LEGISLATION

Employers should notify employees of their intended retirement date not more than one year, but no less than six months in advance.

The employee must make their request to continue working at least three months before the proposed retirement date.

The employer must consider employee request not to be retired and discuss their request, then inform the employee of their decision.

There is an appeals process and you should keep a record of discussions, decisions etc.

We will send individual letters to employers who currently have staff of retirement age.

Any problems along the way, discuss with Borders Direct Payment Agency or with ACAS.

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