

Delegated Decision Notice

This form is the written record of a key, significant operational or administrative decision taken by an officer.

Decision type	<input type="checkbox"/> Key Decision	<input checked="" type="checkbox"/> Significant Operational Decision	<input type="checkbox"/> Administrative Decision
Approximate value	<input type="checkbox"/> Below £500,000 <input type="checkbox"/> £500,000 to £1,000,000 <input type="checkbox"/> over £1,000,000	<input type="checkbox"/> below £25,000 <input type="checkbox"/> £25,000 to £100,000 <input checked="" type="checkbox"/> £100,000 to £500,000 <input type="checkbox"/> Over £500,000	<input type="checkbox"/> below £25,000 <input type="checkbox"/> £25,000 to £100,000
Director¹	Director Children and Families		
Contact person:	Anne Baxter	Telephone number: 0113 3789650	
Subject²:	Annual uplift of Direct Payment (DP) Rate in Childrens Social care to match the rate in Adult Social Care's (ASC) basic DP rate		
Decision details³:	<p>What decision has been taken? (Set out all necessary decisions to be taken by the decision taker including decisions in relation to exempt information, exemption from call in etc.)</p> <p>The Director Children and Families agreed to:</p> <ul style="list-style-type: none"> • Raising the current single rate of DP in children's services from £10.50 an hour to the ASC basic rate of DP of £11.30 an hour. ASC have additional rates of £14.07 at a weekend and an additional sleep-in rate. However, some years ago, CSWS adopted a single DP rate to try and simplify support packages for children and their families. • That as a city with an aim to be a Child Friendly City we need to ensure we are paying the same rate for children's support, as ASC pay for adults. • Adopt, as we have in previous years, the ASC basic DP rate for children so that we can fund carers of children with disabilities at the equivalent rate. 		
	<p>A brief statement of the reasons for the decision (Include any significant financial, procurement, legal or equalities implications, having consulted with Finance, PACS, Legal, HR and Equality colleagues as appropriate)</p>		

¹ Give title of Director with delegated responsibility for function to which decision relates.

² If the decision is key and has appeared on the list of forthcoming key decisions, the title of the decision should be the same as that used in the list


³ Simply refer to supporting report where used as these matters have been set out in detail.

	<p>It was agreed in 2018 that we would annually uplift children's DP rate to that of the basic ASC rate in line with the Leeds Living wage. For a second time, in response to the ongoing crisis in recruiting Personal Assistants (PA's) funded by DPs, ASC have taken the decision, supported by members and the Unions, to raise the hourly rate to £11.30 rather than the anticipated £10.90 Leeds Real Living wage.</p> <p>The market for appointing PAs to support children with disabilities and children with complex needs is incredibly challenging. Childrens PA's will be at disadvantaged if paid a lower hourly rate than those caring for adults.</p> <p>Most neighbouring Local Authority's are paying a higher or similar DP rate to Leeds. Potential children's carers in Leeds therefore could receive higher pay by working in Adult services, or alternately in neighbouring Local Authorities, making it even more difficult to recruit the carers that our children need.</p> <p>Health also uses the DP process to provide support to their children with complex health needs, again their hourly rate has been consistently higher than our rate in children's social work.</p>
	<p>Brief details of any alternative options considered and rejected by the decision maker at the time of making the decision</p> <p>If we cannot match the hourly rate paid in ASC and appoint our own PAs the alternative would be to look to the commercial market to provide Individual Support Workers (ISW). Typically these agencies charge hourly rates between £39 to £60+. In addition these providers often insist on a minimum level of support of 4 hours per day, even if the identified need for the child is assessed as less than that. By not being able to pay our PA's at a competitive rate, we would become more reliant on the commercial sector to deliver this type of care.</p>
Affected wards:	City wide
Details of consultation undertaken⁴:	<p>Executive Member</p> <hr/> <p>Ward Councillors</p> <hr/> <p>Chief Digital and Information Officer⁵</p> <hr/> <p>Chief Asset Management and Regeneration Officer⁶</p>

⁴ Include details of any interest disclosed by an elected Member on consultation and the date of any relevant dispensation given.

⁵ See Officer Delegation Scheme (Executive Functions) CDIO must be consulted in relation to all matters relating to the Council's use of digital technology

⁶ See Officer Delegation Scheme (Executive Functions) CAMRO must be consulted in relation to all matters relating to the Council's land and buildings.

	Others TU reps, HR and Finance have been consulted.	
Implementation	Officer accountable, and proposed timescales for implementation With effect from 1 st April 2023. Teresa Boyd, SDM , CHAD	
List of Forthcoming Key Decisions⁷	Date Added to List:-	
	If Special Urgency or General Exception a brief statement of the reason why it is impracticable to delay the decision	
	If Special Urgency Relevant Scrutiny Chair(s) approval Signature _____ Date _____	
Publication of report⁸	If not published for 5 clear working days prior to decision being taken the reason why not possible:	
	If published late relevant Executive member's approval Signature _____ Date _____	
Call In	Is the decision available ⁹ for call-in?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	If exempt from call-in , the reason why call-in would prejudice the interests of the council or the public:	
Approval of Decision	Authorised decision maker ¹⁰ Julie Longworth, Director Children and Families	
	Signature 	Date 6/6/23.

⁷ See Executive and Decision Making Procedure Rule 2.4 - 2.6. Complete this section for key decisions only

⁸ See Executive and Decision Making Procedure Rule 3.1. Complete this section for key decisions only

⁹ See Executive and Decision Making Procedure Rule 5.1. Significant operational decisions taken by officers are never available for call in. Key decisions are always available for call in unless they have been exempted from call in under rule 5.1.3.

¹⁰ Give the post title and name of the officer with appropriate delegated authority to take the decision.

