



BIRMINGHAM
CHILDREN'S TRUST

DIRECT PAYMENTS GUIDANCE

APRIL 2024

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1. What are direct payments?

Direct Payments offer an alternative means of meeting assessed social care needs and aim to empower children, young people, and their families by increasing choice, independence, and control over the way in which social care support is delivered. Direct payments can be used instead of, or together with, services provided by Birmingham's Children's Trust (the Trust), either directly, or through a third party, although there are some restrictions on how direct payments can be used (See Section 5).

The law governing direct payments is mainly contained in s.17A of the Children Act 1989 and the Community Care, Services for Carers and Children's Services (Direct Payments) (England) Regulations 2009.

2. Entitlement to direct payments

The Trust has a duty to provide direct payments where:

- The recipient appears to the Trust to be capable of managing a direct payment by themselves or with such assistance as may be available to them.
- The family/young person consents to the direct payment.
- The Trust is satisfied that the child/young person's need for the relevant service can be met by securing the provision of it by means of a direct payment; and
- The Trust is satisfied that the welfare of the child in respect of whom the service is needed will be safeguarded and promoted by securing the provision of it by means of a direct payment.

2.1 Young people with disabilities aged 16 and 17.

Direct payments can be provided to a young person with disabilities aged 16/17 years old, assessed as needing statutory social care services (provided under s.17 of the Children Act 1989 and/or s.2 of the Chronically Sick and Disabled Persons Act 1970).

The young person must be able to demonstrate that they can manage direct payments themselves, or with the help and support of a close family friend, advocate, or one of the Direct Payment Support Service providers commissioned by the Trust.

2.2 Those with parental responsibility for a child with disabilities aged under 16.

A person with parental responsibility can receive direct payments for a child with disabilities aged under 16, where the child has been assessed as needing statutory social care services (provided under s.17 of the Children Act 1989 and/or s.2 of the Chronically Sick and Disabled Persons Act 1970).

3. Decision to provide direct payments.

Where needs have been identified, the child has been found eligible for statutory social care services and the extent and nature of the services to be offered has been decided, a decision is then made as to direct payment entitlement.

In preparing the draft support plan the social worker should record whether the family/young person wish to receive direct payments, with a recommended decision subsequently made by the Children with Disabilities (CWD) Head of Service. A final decision in this regard will then be taken by the Community Resource Panel, who will apply the tests outlined in section 2 above.

Where a decision is made not to provide direct payments, this must be recorded on the child's file. The child/young person and their parents/carers (if appropriate) must also be given reasons why and this must be presented in an accessible format. The individual or authorised or nominated person should be made aware of how to request a review of the decision.

Following approval for a direct payment, a CWD social worker/family support worker will support the child/young person/representative to understand the responsibilities of employment and complete and sign the appropriate forms.

4. What a direct payment can be spent on

The Trust and its partners are not prescriptive about how direct payments can or cannot be spent, so long as they meet the needs set out in the assessment of need. However, the service, activity or item proposed to be purchased should be clearly linked to the outcomes identified in the child's support plan.

Examples likely to be acceptable include using a direct payment:

- To take the young person/child into the community to access an activity, support inclusion, going to a club etc.
- To work with the child directly within the home,

- To fund an overnight stay to give those with caring responsibilities a chance to take a short break or use the services of an Ofsted registered childminder or child home carer (for children aged under 8).

There is a presumption against using direct payments to pay for services provided by a relative who lives in the same household as the disabled child unless the Trust “is satisfied that securing the service from a family member is necessary for promoting the welfare of the child.”

5. Cases when direct payments are unavailable

- a. Those detained under mental health legislation, and who are on leave of absence from hospital, will not be eligible for direct payments.
- b. Conditionally discharged detained patients subject to Home Office restrictions will not be eligible for direct payments.
- c. Offenders, serving a probation or combination order, subject to an additional requirement to undergo treatment for a mental health condition or for drug or alcohol dependency, will not be eligible for direct payments.

Where it is established that the direct payment is not being used for its intended purpose or is not meeting identified needs or where there are persistent issues with overspending or management of the budget, so that this is not an efficient use of resources, then the direct payment is likely to be withdrawn following notice to the recipient and direct service provision will be made instead. This will be in discussion with the parent / carer /child or young person.

6. Disclosure and Barring Service (DBS) - See DBS flowchart at Appendix One

The Disclosure and Barring Service (DBS) is responsible for processing requests for criminal record checks. A direct payment recipient planning to employ anyone (including family members) must conduct a new check and ensure that the proposed employee has an *enhanced* criminal records check.

The Legal Agreement Form includes a section for child/young person/representative to sign to say they agree that they will show a copy of the DBS to their social worker/family support worker evidencing the certificate number, date of clearance and statement of clear status and a copy of the employer’s liability insurance certificate (ELI) will be forwarded to Birmingham Children’s Trust. Once checked, the verification

of receipt of the DBS information and a copy of the ELI can be included on the child's file.

A Disclosure and Barring Service check (DBS) must be conducted where it is intended for a **personal assistant (PA)** to be employed in a household where there are children/young people (under 18 years). The PA must not be employed until the DBS is completed, unless in exceptional circumstances. Please see section 6.11.

For more information see Birmingham Children's Trust privacy statement [Overview | Privacy statement | Birmingham Children's Trust \(birminghamchildrenstrust.co.uk\)](#) which outlines the need for vigilance and compliance in the management and storage of personal information.

If the Trust's DBS overview panel is not satisfied that the individual is suitable to work with children and young people, then this would affect the entitlement to direct payments.

For **self-employed** PAs, a copy of their DBS and Employer's Liability Insurance (ELI) **must** be provided and if not provided, the PAs must not be used.

It is essential that the employment status of any worker is clarified before they begin working, as if this is wrong, then the eligible child/young person/representative may become liable for backdated tax and NI payments and any insurance related issues. Note it is the 'employers' responsibility (i.e., the person who is in receipt of the direct payment) to clarify the employment status of any proposed employee and any liability arising out of a failure to do this will be their sole responsibility.

Her Majesty's Revenue and Customs (HMRC) has advised that they consider most PAs to be registered as **employed** rather than self-employed for tax purposes. Therefore, the Trust highly recommends that a PA's employment status is 'employed.'

If, as advised, PAs are employed, then the 'employer', (the person in receipt of the direct payments), should advise the proposed employee that this information must be provided to the Trust, and that they will need to agree to share this information as part of their employment agreement.

If an eligible child/young person/representative decides on employing a 'self-employed' PA, then written confirmation from HMRC of the self-employed worker's status will be required for tax and NI purposes. This should be completed on a six-monthly basis to consider any employment status changes. It is the responsibility of the employer (child/parent/representative) to obtain this information and the Trust will need to see a copy of the form.

Any request for PAs to commence work while DBS clearances come through, are at the discretion of the Head of Service, CWD. It is recommended that the PA does not have any unsupervised contact until DBS clearance comes through and a risk assessment is in place. The Head of Service would only allow the PA to carry out their role unsupervised if they were a family member and a risk assessment would be undertaken first to confirm this is appropriate.

If parents are considering employing an individual to care for their child/young person, the Trust is required to explain the steps that people should take to satisfy themselves that the person they are considering employing is suitable. See [Skills for Care](#) website for more information.

The Trust can only make a direct payment if it is satisfied that the welfare of the child in respect of whom the service is needed will be safeguarded and promoted by securing the provision of it by means of a direct payment. This is unlikely to be the case if the requirements above are not meant, especially in terms of DBS checks.

Equally, if parents/carers are not satisfied that the support being purchased will safeguard and promote the welfare of the child, they can ask the Trust to carry out checks under the Protection of Children Act (1999) and investigate concerns under the Children Act 1989. They will need to liaise urgently with the social worker should this be necessary.

7. The legal agreement

If an eligible child/young person/representative has decided they want to receive direct payments to employ a Personal Assistant (PA), or use an independent agency, the Legal Agreement must be completed (See Appendix Two).

The social worker/family support worker should satisfy themselves that the eligible child/young person, their representatives, and the agency support services:

- a. Understands what the Direct Payments scheme means, and
- b. Demonstrates an ability to undertake the necessary tasks, with or without assistance, and
- c. Wants to manage their arrangements and gives consent to receiving a direct payment.

Social workers/family support workers must arrange an appointment to see the eligible child/young person and any representative face to face to ensure that they understand

the legal agreement form that they are signing and having witnessed. Proof of ID needs to be checked by the worker when completing the direct payments paperwork i.e., photo ID plus utility bills to ensure details match with the direct payments paperwork as this is a legal requirement.

If the above conditions are met, the social worker/family support worker should review the Child in Need Plan/Early Help Plan and agree to any amendments that may be necessary.

To enable enough time for records to be established in our financial system, for the initial set up payments to be generated and negative DBS to be received before care provision is purchased, it is essential that a minimum of **8 weeks** is allowed between signing the legal agreement and the direct payments care provision starting.

The service provision cannot commence until Employers Liability Insurance and evidence of negative DBS has been received. Exceptions can only be agreed to by Head of Service.

8. Review of Direct Payments

Once direct payments are operational, an initial review of service delivery will take place by the social worker within approximately six weeks of direct payments commencing. (In practice this will be at the earliest four weeks and at the latest eight weeks). Second and subsequent reviews will be undertaken at frequencies agreed with the eligible child/young person/representative and team manager, with a minimum frequency of six months.

The purpose of these reviews is to:

- ensure direct payments have been spent on services that meet the needs identified in the support plan
- ensure the services have been received and to evaluate their quality
- explore the reasons for success or any difficulties that have arisen
- ensure that the money has been spent on a cost-effective service
- establish whether the eligible child/young person/representative has any difficulties in managing the direct payments
- ensure that the eligible child/young person/representative is receiving appropriate advice and assistance if required
- set a date for the next review and record the findings of the review.

These reviews are not a substitute for the re-assessment of needs, which should take place before any substantive change is made to a child's care package.

Any dispute about direct payments should initially be dealt with informally through a discussion with the team manager. If that is unsuccessful, a formal complaint should be made. All eligible children/young people and their representatives will be given a copy of the complaints leaflet:

http://www.birminghamchildrenstrust.co.uk/downloads/download/61/compliments_comments_complaints

If the eligible child/young person/representative stops using the direct payment the social worker **MUST** inform Business Support Services ASAP at CWD.Business.Support@birminghamchildrenstrust.co.uk

This is important to finalise the arrangements between the Trust and the eligible child/young person, including the reconciliation of income and payments with bank statements. *See Section 16 for more information about recovery of payments.*

9. Banked hours

Direct payment packages of support offer flexibility to enable the eligible child/young person/representative to use allocated hours of their direct payments package in a way which meets their individual needs and best suits their family circumstances. For example, when a child/young person is at school, fewer hours may be used in term time but banked to cover school holidays. Any request to bank hours over the 7-week standard entitlement will need agreement by Head of Service (CWD).

Banked hours can only be accumulated once a PA is in post; therefore, hours cannot be banked while a PA is being recruited. Any difficulties in recruitment should be discussed with the Head of Service (CWD) where the use of a contracted Home Support Agency may be considered.

Banked hours cannot be carried over into the next financial year, and any hours not utilised at the end of the year will be forfeited. (The financial year commences 1st April and ceases 31st March).

10. Pre-paid cards

Birmingham Children's Trust recommends the use of **Pre-paid Cards** for direct payments. The allowance is preloaded directly to the card allowing it to be used, like a debit card, to buy the services and support needed (Please see factsheet at Appendix Three)

11. Rates

The eligible child/young person/representative has the freedom to use the independent sector, or to employ PAs for the provision of their care. The level of the direct payments will differ depending upon the type of provision chosen by them; therefore, it is important that the Children with Disabilities Service is notified if they change their service provision, as this may affect the rates paid.

Direct payment levels are maximum amounts to be paid in that the Trust will only reimburse the actual cost of the direct payment incurred by the eligible child/young person/representative, providing it is below the approved rate. The eligible child/young person/representative may choose to top up from their personal funds in addition to the amount provided by the Trust.

Standard rates

As general rule, the Trust provides direct payments at standard rates (see Appendix 4) on the basis that it is reasonably possible to secure the services in question for these amounts. However, where this is not possible, the Trust has a discretion to award a higher rate. Such requests should initially be made to the CWD Head of Service, supported by evidence showing that it is not reasonably possible to secure the relevant services for the applicable standard rate. A final decision on whether to pay a higher rate will then be made by the Community Resource Panel. If the request is declined, written reasons will be given along with details of how a review can be sought.

Independent sector – the standard rate is equivalent to the independent sector market rates. This is a maximum allowance in that no additional payments will be made to cover VAT, as providers should not charge VAT.

Should the eligible child/young person be admitted to a hospital/other care establishment on an unplanned, emergency basis, a direct payment, equivalent to the cost of the care that would have been provided on the two subsequent days, will be allowed.

Personal Assistants – The standard hourly rate is inclusive of any tax payable, national insurance contributions, payroll and any holiday and sickness entitlement that the eligible child/young person/representative includes in the contract of employment.

Employer's Liability Insurance (ELI) – A maximum payment of **£88.00** is payable annually for the purchase of employer's liability insurance if employing a PA directly. Evidence of ELI certificate number must be recorded on Eclipse.

Retainer Allowances – If the eligible child/young person is admitted to hospital/other care establishment on an emergency, unplanned basis, the PA may suffer financial hardship and consequently may be obliged to seek alternative employment. Therefore, to protect both the PA and the continuity of care to the eligible child/young person, the following allowances have been agreed to enable the retention of PAs (**for up to a maximum period of 4 weeks**) in such circumstances:

Week 1 (following admission)	100% payment approved
Week 2	50% payment approved
Weeks 3/4	Up to 50%, by negotiation with the Head of Service (CWD) based upon individual circumstances).

12. Short Breaks (overnight stays)

The Trust pays a standard rate for each 24-hour period of an overnight stay.

The standard rate for a night-sitting service is less than for a waking-night service.

13. Short Breaks (day care)

The standard rate in Appendix 4 apply to a child sitting or minding service.

14. Carer's services

A carer's assessment will have been undertaken with a view to the provision of services to the carer. Services included within the Trust scheme will cover personal care for the person who requires care, socialisation for the eligible child/young person to socialise, and carer's relief to allow for a break from caring. The standard hourly rates are the same as for a PA, if directly employed, or the independent sector rate, if a contractor or organisation is used (the rates are outlined in Appendix 4).

Direct payments will not be provided for the following services/equipment: mobile phones, washing machines, driving lessons, tobacco, and alcohol and/or for any gambling activities i.e. bingo, lottery, betting etc.

15. Payments to service providers to be made following receipt of services

The eligible child/young person/representative should normally pay service providers in arrears after receipt of service(s), to ensure they have received the contracted service. Payment in advance of receiving services should only be made in exceptional circumstances.

16. Recovery of payments / ending of package of support

The Trust reserves the right to reclaim any sums from the eligible child/young person/representative which have been misapplied, or not used in accordance with the conditions of the scheme.

If the eligible child/young person/representative stops receiving/ engaging with the package of support including direct payments, Business Support **MUST** be made aware of this as soon as possible,

CWD.Business.Support@birminghamchildrenstrust.co.uk

The Trust has the right to reclaim any overpayment to the eligible child/young person/representative including, in the event of the child/young person's death, a claim on their estate. Claims will also be made to recover any payments in advance made by the eligible child/young person/representative to third parties, where the service has not been received.

It is the responsibility of the child's social worker / family support worker to notify the service provider(s) and the [Business Support Team](#) when the eligible child/young person/representative ceases to use the package of support, or in the event of their death.

When the agreement between the eligible child/young person/representative and the Trust ceases, it will be necessary to finalise the financial arrangements between the parties. The eligible individual must complete a final claim within 2 weeks.

After four weeks (if ended) or 8 weeks (if deceased) the prepaid card or managed account will be closed, and funds redeemed.

17. Transfer to another local authority

If an eligible child/young person moves outside the Birmingham area to become the responsibility of another local authority, then the obligations of the Trust to provide direct payments will cease after four weeks, taking into consideration the individual circumstances of each child/ young person, and it will become the responsibility of the new host local authority. The procedures outlined above for finalising the financial arrangements will need to be applied.

If an eligible child/young person transfers into Birmingham from another local authority with a direct payment, then Birmingham will accept the transferring authority's assessment for 4 weeks until a reassessment has been completed or a review has occurred, whichever is completed first. This must be explained to the eligible child/young person by the Trust social worker prior to the transfer as there may be a subsequent change to the eligible individual's support plan and direct payment.

18. Transition arrangements

The children's direct payments scheme has developed alongside Birmingham's adult direct payments scheme, and while the assessment processes are different, both schemes operate in the same way, and with the same standard rates of pay.

Transition protocols are in place to alert colleagues in Birmingham's Adult Social Care Services of those young people approaching adulthood. It is anticipated that early alerts and planning will aid transition from children to the adult's scheme.

In circumstances where difficulties arise, Birmingham's Adult Social Care Services have agreed to honour the package provided by children's services for a maximum period of four weeks until a Care Act assessment has taken place.

19. Maintaining and accessing records

The eligible child/young person/representative /CWD Business Support and care agencies must ensure that comprehensive financial records are maintained in connection with direct payments, and a record should be kept of them. Timesheets, invoices, and receipts should also be available when requested by the Trust, which should clearly identify where and how direct payments have been spent.

All parties, i.e. service providers, the child/young person's social worker/team manager, business support, and the appropriate Children with Disabilities Service team, should keep documented evidence of any contact with the eligible child/young person/representative, in relation to any issues raised or concerns arising from their direct payments. This is to ensure an audit trail is in place, should the eligible

child/young person/representative submit a complaint and for quality assurance purposes.

While the Trust retains the right to access all records, normal practice will be to make an advance appointment with the eligible child/young person/representative for the Trust employee to view their records.

20. Monitoring

Under a direct payment scheme, it is the responsibility of the eligible child/young person/representative to purchase and arrange their own services and comply with the conditions of the agreement with the Trust.

The Trust retains statutory responsibilities and obligations and making a direct payment available does not relieve the Trust of its overriding legal duty to support that child/young person.

The Trust therefore remains responsible: -

- a. For satisfying itself that that the services purchased meet the needs of the eligible child/young person.
- b. For ensuring that the care needs of the eligible child/young person are reviewed at regular intervals.
- c. For accounting for the use of public money, and that the money has been spent in accordance with the agreement with the eligible child/young person/representative and the direct payments scheme.

21. Financial monitoring

The eligible child/young person/representative is accountable to Birmingham Children's Trust for the way in which their direct payments have been spent. If it becomes apparent that they are not managing their direct payments in a transparent, or competent way, CWD Business Support should be contacted as soon as possible.

Depending upon the circumstances, legal or other advice may be sought.

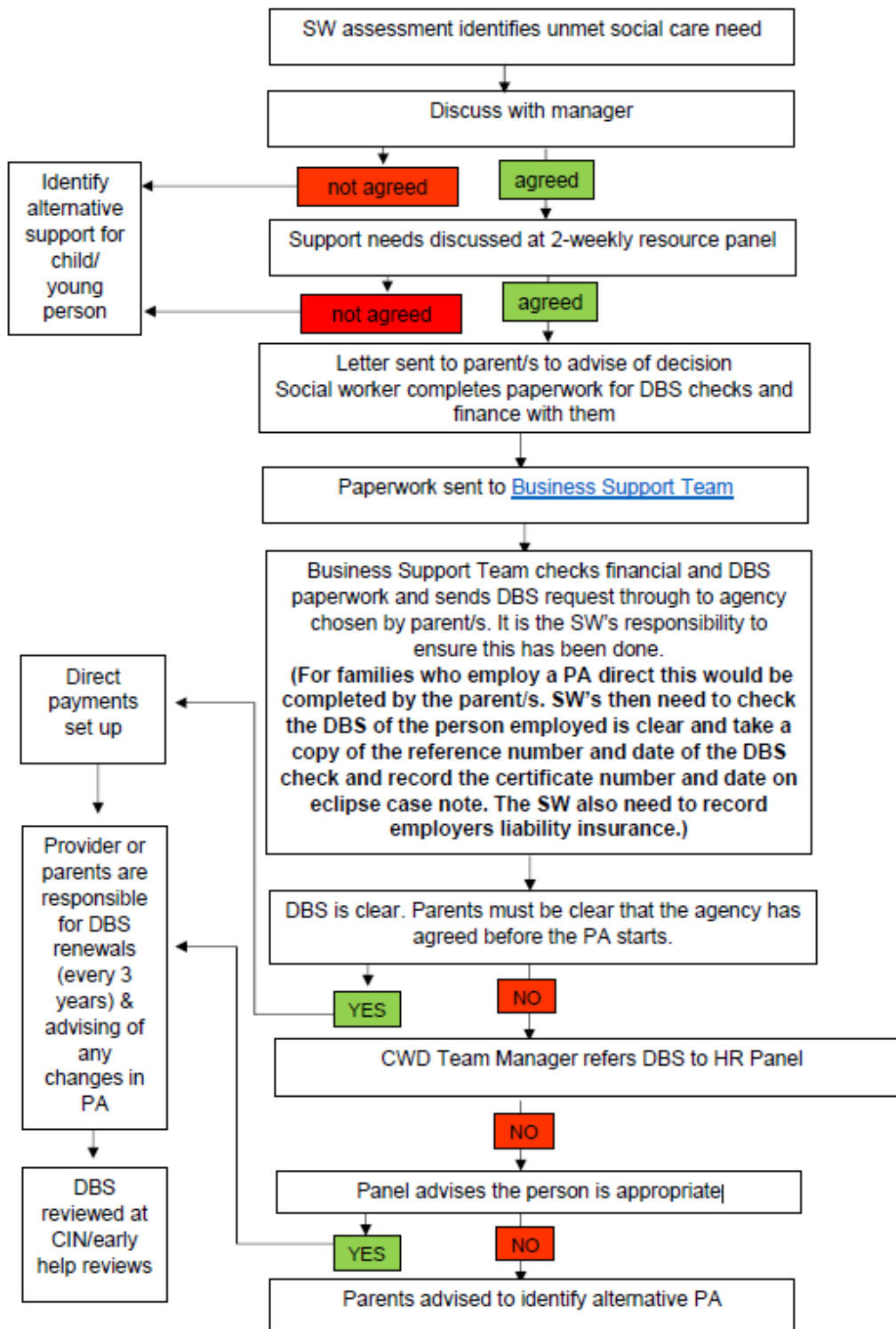
The CWD business support officer will carry out reasonable checks on reimbursement claims. Where it is noted that eligible children/young person/representative are not submitting claims on a regular basis, the Business Support Team will alert the social

worker/family support worker and Team manager (CWD) to follow up and unused funds will be reclaimed.

Recovery of any unused balance will be reclaimed from the account on a regular basis.

APPENDIX ONE DBS FLOWCHART

DBS process for direct payment personal assistant



APPENDIX TWO LEGAL AGREEMENT FORM

Direct Payment Agreement Signature Page – A COPY OF THIS WILL BE HELD ON THE YOUNG PERSON’S FILE

PART A – SUMMARY PROVISIONS

1. The above guidelines set out the respective obligations of the eligible child/young person/representative and the Trust relating to the payment and use of Direct Payments for the eligible child/young person/representative’s care.
2. The eligible child/young person/representative confirms that the purpose and content of this Agreement has been explained to them by their social worker and that they understand the provisions of this Agreement.

Summary of Obligations

While this Agreement remains in force:

- (1) The Trust shall pay the Net Sum to the eligible child/young person/representative and monitor the eligible child/young person/representative’s use of the Direct Payments to ensure that they are managed and spent appropriately.
- (2) The eligible child/young person/representative shall (firstly) take all necessary steps to secure the provision of the Services described in the care plan, (secondly) comply with the other provisions of this Agreement which regulate their use of their Direct Payments.
- (3) That the eligible child/young person/representative agrees to share a copy of the Employers Liability Insurance and the DBS certificate with Birmingham Children’s Trust if employing a Personal Assistant.

IN WITNESS whereof an authorised officer of the Trust and the eligible child/young person/representative have signed this Agreement

Signed by the eligible child/young person/representative:

Signature:

Print Name:

in the presence of:

Witness Name* Signature

Address*

Signed by an authorised signatory on behalf of **Birmingham Children’s Trust**

Name* Designation of Officer*

Signature

APPENDIX THREE PREPAID CARD FACTSHEET



BIRMINGHAM
CHILDREN'S TRUST

DIRECT PAYMENTS PREPAID CARD FACT SHEET

If you have eligible care and support needs, and you choose a direct payment, we will give you a prepaid card that you can use to pay for care and support. This fact sheet will tell you more about this and what this means for you.

1. What is a prepaid card?

The prepaid card is a preloaded MasterCard that can be used to pay for services up to the value loaded on the card. There is no credit or overdraft facility. Services can be purchased at point of sale, online and over the telephone.

Prepaid cards operate in a similar way to normal credit and debit cards except that funds are preloaded onto the cards by Birmingham Children's Trust and then spent by the card holder until the balance is exhausted. As they do not incorporate a credit facility the cards cannot become overdrawn and are not linked to a bank account. Funds can be loaded onto the cards by the Trust at any time. As all transactions are recorded automatically it is possible to track when uploads and subsequent spend take place and monitor how the funds are spent.

The card can be used in the same way as a traditional bank account. You can use your card to pay your personal assistant's wages directly into their bank account or you can set up regular payments using standing orders or direct debit.

The pre-paid card is:

- ❖ An alternative to a bank account
- ❖ Safer and more secure
- ❖ Easy and simple to use

2. What does this mean for you?

The pre-paid card will enable you to easily spend your direct payment on your agreed outcomes and manage your account:

- ❖ You no longer need to manage a separate bank account
- ❖ We will issue you with a pre-paid card
- ❖ There are no costs to you as we will pay all the transaction costs
- ❖ You can set up direct debits, pay money in, use telephone and on-line banking
- ❖ You can quickly spot any fraudulent activity on your account
- ❖ You will no longer have to complete financial monitoring forms

3. What does this mean for Birmingham Children's Trust?

The pre-paid card will enable the finance team to provide a more efficient service that will generate savings that can be invested in care and support services to citizens:

- ❖ Real time access to accounts in respect of financial monitoring
- ❖ Saves money - reduces processing costs and streamlines operations
- ❖ Saves time - payments delivered in a timelier manner with improved traceability
- ❖ Improves security - reduces the possibility of fraud including lost and stolen payments
- ❖ Direct Payments Finance Team will have ready capacity, skills, and knowledge, to provide advice and guidance as needed to citizens
- ❖ Overpayments can be repaid in a timely manner

The prepaid card is a flexible, fast, and convenient way to manage your direct payments. Payments will be made to the card account every 4 weeks in advance in the same way that they are now. **Your card is only to be used to pay for support which has been agreed and is detailed in your care plan.**

4. How easy is it to set up and use the card?

- ❖ The card will be set up by Birmingham Children's Trust and sent to your home address
- ❖ You will need to activate the card (instructions on how to activate the card will be issued with the card) and then you will obtain a PIN number
- ❖ Birmingham Children's Trust will then load money onto your card on a four-weekly basis
- ❖ You can then use the card to pay for services, personal assistant(s) wages etc.
- ❖ You can get up to date account information, including balance, transactions, pay invoices/bills and update account details, by visiting www.allpay.net/my-prepaid-card 24 hours a day, 7 days a week

5. Will I be forced to transfer over to a prepaid card?

All new children who are moving to a direct payment for the first time will firstly be offered a prepaid card as a money management option. Where this might not be the most suitable option for you, the Trust will then offer an alternative solution. We expect that almost all existing children in receipt of direct payment will recognise the benefits of having a prepaid card and find this is a more convenient way to manage their direct payments.

6. Will I still need to send in financial monitoring?

As mentioned before, staff from the Children's Direct Payments Finance Team will have access to prepaid card transactions and statements. Most people receiving a direct payment will not have to provide the Trust with any financial monitoring at all. This is one of the main benefits of having a prepaid card.

7. How to get in touch with us

If you have queries about the prepaid card, please contact the team below:

Birmingham Children's Trust Children's

Direct Payment

PO Box 15887

B2 2RZ

Phone: **0121 303 1888**

Email: ChildrensDP@birminghamchildrenstrust.co.uk

APPENDIX FOUR STANDARD PAYMENT RATES

Hourly Rates

- £13.24 per hour (lower rate) – to pay for care from 8am to 8pm
- £21.95 per hour (non-contracted agency rate) – to pay for care from a non-contracted agency – please note this rate will need to be approved by CWD Head of Service.
- Families are welcome to purchase care above the hourly rate using DLA or personal funds.

Overnight Rates

- £37.32 between 10.00pm and 6.00am per night – this is for a non-waking night. Time before and after paid at rate of 13.24 per hour
£13.24 per hour for no more than 8 hours to comply with working time directive with minimum 11 hours rest between shifts– this is for a waking night (e.g child needs to be turned on a regular basis).