



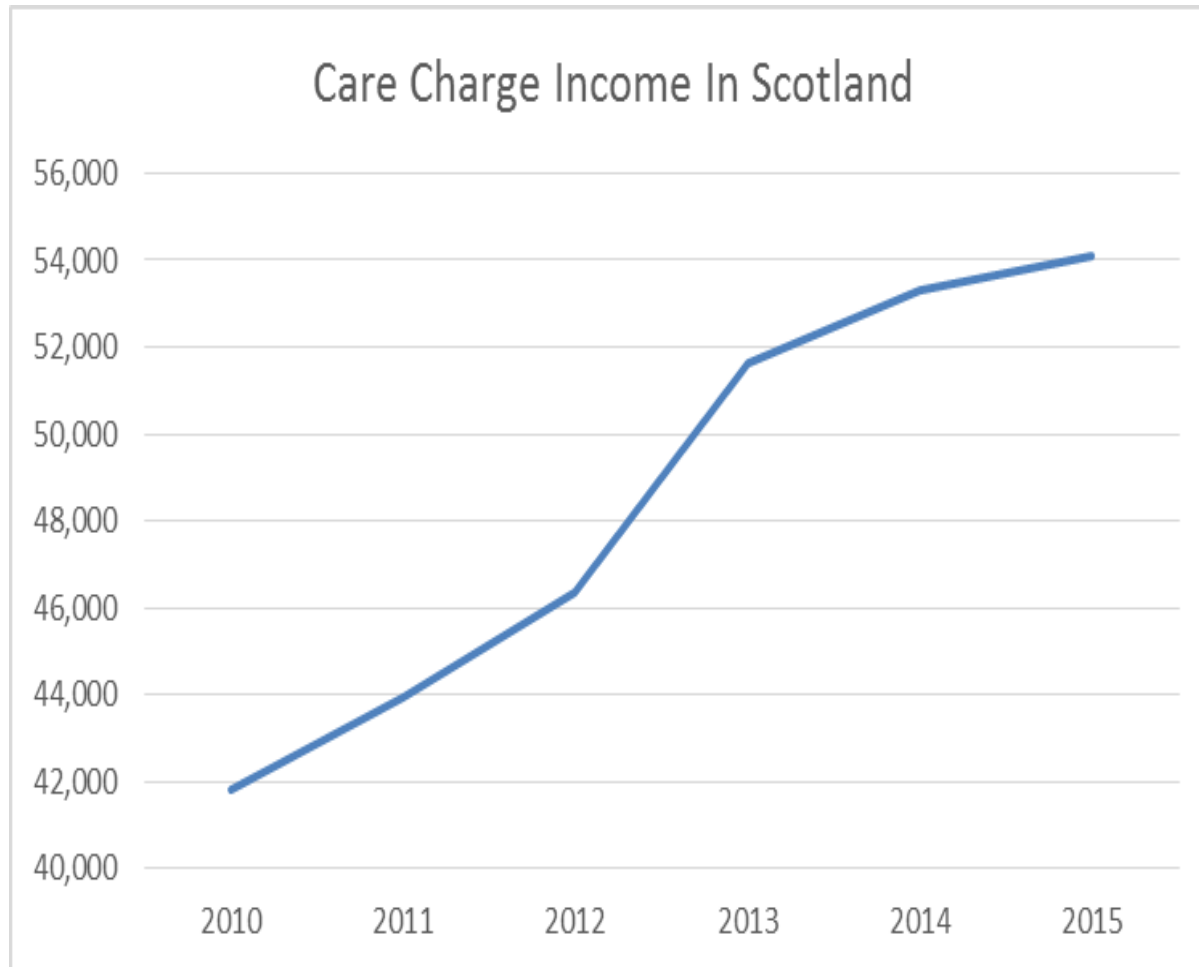
of carers in Scotland



June 2016

Paying For Austerity Social Care Charges In Scotland

Steady Rise in Charges



Most Complicated Tax in Britain

- Income Disregards
 - Couples Rules
 - Excluded and Included Benefits and Income
 - Level of Charges for Services
 - Taper on Spare Income
 - Maximum Charges
-
- New Overlapping system for people on Self Directed Support

Who Pays

- Most income on charges comes from 3 main sources
- Those with higher rates of DLA or PIP
- Those with Severe Disability Premium
- Those with savings

What's wrong

- It's the only critical welfare system that people on benefits have to pay for
- It forces some people to choose between heat and care
- It drives disabled people and their families into poverty
- Its discriminatory on the grounds of age
- It varies from area to area without justification
- It lacks central control to ensure fairness
- Local authorities increase charges as part of a process to compensate for funding restrictions

What's Being Done

- Petitions in Scottish Parliament
- Piloting Test Cases in Court
- Some people are just not paying
- Frank's Law
- Private Members Bill
- Manifesto's Commitment



“Longterm care and gender equality: Models and possibilities for Scotland”

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Overview

- The Fairer Caring Nations project
- What is the relationship between long-term care and gender equality?
- What features do our case study countries share – what makes a long-term care system that works well for users, carers and helps alleviate gender inequality?
- What key issues do we need to consider?
- What possibilities and barriers are there for developing these models in Scotland?



Fairer Caring Nations

- Looking at welfare states with better gender equality than the UK
- Seeing how they used childcare and longterm/social care to achieve that
- Seeing what Scotland could learn



Why does LT care policy matter for gender equality?

- Values: state, market or family?
Gendered expectations
- Paid care: gendered and undervalued
- Market valuation of care reinforces gendered roles and inequality



What is common across good LTC models?

- Constitutional rights – values & services
- Universal model (Sweden, Denmark, Iceland) most comprehensive
- Partnership model (Germany, Netherlands) – state, private sector, communities and families
- Federal model (Quebec) – shows policy deviation is possible



Features of the Universal Model

Country	Population	EGEI score*	% of GDP spent on services (OECD data)
Denmark	5.614m	0.86 equal sharing of paid work 0.63 equal sharing of money 0.52 equal sharing of power 0.76 equal sharing of time	2% on childcare 0.6% on pre-primary care 2.4% on long-term care
Iceland	0.323m	0.81 equal sharing of paid work 0.82 equal sharing of money 0.65 equal sharing of power 0.95 equal sharing of time	1.6% on childcare 0.9% on pre-primary care 1.7% on long-term care
Sweden	9.593m	0.94 equal sharing of paid work 0.68 equal sharing of money 0.7 equal sharing of power 0.57 equal sharing of time	1.6% on childcare 1.1% on pre-primary care 3.6% on long-term care
(UK)	64.1m	0.82 equal sharing of paid work 0.39 equal sharing of money 0.46 equal sharing of power 0.58 equal sharing of time	1.2% on childcare 0.4% on pre-primary care 2% on long-term care
(Scotland)	5.295m	Not available	



LTC in the Universal model

- Denmark: commitment to universal state provision, family only backup
- Iceland: mix of family and state
- Sweden: move from universal state services to more reliance on the family



Advantages of Universal Model

- High in gender equality indices, using a variety of measures.
- Gender equality is a given normative aim
- Services are available universally which adds to social cohesion.
- There is little or no stigma associated with accessing services.
- Services support women's employment both in the private and public sector.
- Public investment in the infrastructure (buildings) and the supply (staff) -> better sharing of risks and benefits.
- Paid carers valued and skilled
- Service provision is valued
- Sharing of care burden between family & state & across genders.
- Reduced carer poverty
- Better family relationships



Disadvantages

- Relatively high levels of state involvement and investment:
- Commitment over time
- A gendered policy machinery needed
- Universal provision can mean homogenous provision
- Gendered expectations persist



What could be transferred?

- **All of the case study countries in the Universal Model have gender equality enshrined into their legislative and policy making structures.**
- **The Universal Model provides universal, not targeted services.**
- **Care, and thus women's work, is valued in the Universal Model.**
- **Policy change led to cultural change**
- **Policies need, wherever possible, to 'join up' to be most effective**



The Partnership model

Country	Population	EGEI score*	% of GDP spent on services (OECD data)
Germany	80.62m	0.79 equal sharing of paid work 0.47 equal sharing of money 0.51 equal sharing of power 0.58 equal sharing of time	0.6% on childcare 0.1% on pre-primary care 1.25% on long-term care
The Netherlands	16.8m	0.8 equal sharing of paid work 0.56 equal sharing of money 0.53 equal sharing of power 0.7 equal sharing of time	1.0% on childcare 0.5% on pre-primary care 3.7% on long-term care
(UK)	64.1m	0.82 equal sharing of paid work 0.39 equal sharing of money 0.46 equal sharing of power 0.58 equal sharing of time	1.2% on childcare 0.4% on pre-primary care 2% on long-term care
(Scotland)	5.295m	Not available	



LTC in the Partnership model

- Germany: long term care insurance, plus cash benefits
- Netherlands: direct payments



Advantages of the Partnership model

- Flexibility and choice
- Family care valued
- Universal fair benefits
- Harnessing community capacity
- Robust and resilient: able to adjust to changes in demand
- Sharing of risks and benefits



Disadvantages

- This model reinforces gendered patterns of labour
- Hides and undervalues women's labour
- More benefits for higher income women
- Formal care not highly valued or well paid



Policy transfer

- **Providing cash benefits directly to parents and service users is fairly simple to do.**
- **This model could easily be adapted for different governance, legislative and political contexts.**
- **Long-term care insurance is widely seen as one of the most important tools in preparing for the growing demand for services in developed welfare states.**



Issues for Scotland

- Path dependency
- Constitution
- Little appetite for radical change (SDS)
- Entrenched gendered expectations
- Urban/rural issue
- Lack of policy levers



Window of opportunity in Scotland

- Crisis in LTC
- New welfare powers
- Willingness to change
- Collaborative style of governance
- Winds of change.....



Thank you!

- Updates @KirsteinRummery and www.centreonconstituionalchange.ac.uk
- What Works in Gender Equality available from Policy Press in Jan

Picking up the Pieces
**EMERGENCY PLANNING FOR
CARERS**

29th June 2016

Golden Lion Hotel, Stirling

Kelly Munro - Development Officer



leading the way in learning disability

What is an emergency plan

...and why is it important?

- An emergency plan is a written document which sets out the detailed arrangements for short term, unplanned events when a carer is unable to fulfil their caring role
- An emergency means different things to different people
- It is how it affects the carer and cared-for person which determines whether or not it is an emergency



What is an emergency plan

...and why is it important?

- It is the emergency plan which can prevent an emergency becoming a crisis
- The potential impact of an emergency centres on the care needs of the cared-for individual, the time of day the emergency occurs and the existence of a plan for informal, interim care



What is an emergency plan

...and why is it important?

- An emergency plan can prevent crisis intervention from statutory services - such as immediate respite care.
- It is least restrictive for the cared for person.
- There is a detailed plan of the cared for persons needs.



The Purpose of Emergency Planning

- To support the carer to identify informal networks of support who can step into their caring role when they are unavailable thus preventing costly emergency care
- To discuss the caring responsibilities and identify who can help and for how long
- To ensure that emergency contacts know what is expected of them



What is an emergency plan?

- **Carer 1** is delayed due to her car breaking down. Her son is due home at 3pm and it is already 2.50pm. Carer 1, however, knows that her son will be safe at home for an hour or two on his own. She will need to be home, or arrange for someone else to be there, by 5pm as her son receives medication and needs his meals prepared for him.
- This is a potential emergency



What is an emergency plan?

- **Carer 2** is on the bus home when it breaks down. Carer 2 provides round the clock care for her mum who has dementia. The befriender is with her mum for two hours to allow the carer to pop to the shops. The befriender is due to leave in 15 minutes. The carer will not be home in time.
- This is an immediate emergency for Carer 2 and her mum



What is an emergency plan?

Carer 3 is delayed on a train home from work due to a signalling failure. His wife is at a physiotherapy appointment and he must pick her up from the hospital as she cannot travel independently. He has no mobile phone signal. Carer 3 and his wife have an emergency plan so the hospital know who to call when they cannot reach him. A family friend steps in and picks his wife up from the hospital.



Carers (Scotland) Act

- Emergency Planning amendments give carers and young carers a **RIGHT** to emergency planning conversation as part of the Adult Carer Support Plan and Young Carer Statement process
- Local authorities will have to detail **HOW** they will support carers to make plans for emergencies as part of the local carers strategy which they have a **DUTY** to prepare



Discussion Groups

Whether it is intended that **“information about whether the adult carer or young carer has arrangements in place for the provision of care to the cared-for person in an emergency”** includes information as to what those arrangements are or where details on these arrangements can be found.



Discussion Groups

What should happen where the requirement to have the discussion on emergency care planning in the preparation of Adult Carer Support Plans and Young Carers Statements reveals a carer does not have arrangements in place for the provision of care to the cared-for person in an emergency.



National Provision

- Varies across each local authority area
- Comprehensive emergency planning in 6 out of 32 local authority areas
- 10 out of 32 local authority areas provide an emergency card scheme
- 22 out of 32 local authority areas do not have emergency planning or emergency cards which are backed up by social work systems



What Carers tell us....

“Just like to thanks you and your team for a very interesting and helpful seminar on Monday. We already have a lot of the information it requires, but as normal it is in all sorts of documents, your Kit will allow us to put it altogether. Its surprising what details you do have when you look at it all in depth.”

“I’m grateful you have come and helped our family have these crucial discussions that would otherwise probably have been done in a hospital waiting room”

“Your service has allowed my mum to speak about things she probably would never be able to...she has been able to open her heart.”



What is future planning?

- A more involved process
- Multi-disciplinary
- Legislative – AWI, Mental Health (Scotland) Act, SDS, Integration, Carers Bill
- Financial and Legal – Wills and Trusts
- Housing
- Support
- What needs to change now to prepare for the future?



How we can help...

Free training for frontline staff

- To increase knowledge of emergency planning and its benefits
- To increase confidence to facilitate difficult conversations with carers in a sensitive way
- To explore barriers to planning with carers
- To provide practical skills which support emergency planning with carers
- To explore carer identification
- To introduce future planning
- To identify how to embed the learning in practice



Training

Feedback from Emergency Planning training.

“It excelled expectations and feedback was great from the group.”

“I found the pace good. There was a good selection of theory and practical work”

“Well thought out training sessions.”

“Person taking the workshop highly skilled and knowledgeable – excellent!”

“Very positive, well organised and presented. Good atmosphere in the room.”



Training

Copies of the Toolkit, Emergency Plan and Guide are available from ENABLE Scotland and can also be downloaded at

www.enable.org.uk/emergencyplanning

Also available for download in Polish, Urdu and Chinese



Questions?



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