



National Network of Parent Carer Forums
'Our Strength Is Our Shared Experience'

NNPCF Reward Recognition and Remuneration Policy

Evidence clearly demonstrates that the active participation of parent carers in any decisions about service development of delivery pertaining to disabled children and their families leads to better outcomes, and is a more effective and beneficial way of working.

The development of local parent carer forums, regional networks and the NNPCF all demonstrate the value of participation.

However, parent carers are, by definition often individuals who have great pressures and demands on their time energy and resource by the nature of their caring responsibilities. In addition to this, active involvement in local forums can be time intensive, and the further involvement in regional and national developments can also be extensive.

As the benefits of participation also become more widely recognised, then so do the demands for parental involvement.

The NNPCF believe that parent carer participation adds value, and that it is essential that the involvement of parent carers is recognised, valued and rewarded, particularly when working with organisations for whom parent carer involvement strengthens their own services, and organisational ability.

Steering Group

The NNPCF Steering Group have particular demands made on their time and are increasingly being invited to be part of many steering groups, meetings and events.

Some of these are for national service developments, where there may be no budget attached. Others are with organisations who are contracted or commissioned to provide services for disabled children and their families, and some may be for private and commercial organisations.

The Steering Group will going forward have to consider it's priorities in terms of it's capacity.

The Steering Group is also however, seeking to ensure wider representation for the NNPCF of it's broader members. It is vital however to be clear about the reward and recognition for individual involvement and activity.

Basic Premise:

No parent carer should be out of pocket for any activity of involvement. All parent carers who are asked or invited to undertake activity on behalf of the NNPCF will have their transport and childcare costs re-imbursed, and the total amount for this should be agreed before the activity commences.

Steering Group members, both regional and non regional representatives, commit to undertake at least twenty three days of activity per year for an annual honorarium of £4,000, which equates to a daily rate of £174.00

Additional activity will be remunerated on an agreed scale:

Involvement with activity that does not require travel. (e.g. comms, writing articles, policy development)	£50 per day
Attendance at meetings on behalf of the NNPCF / Presenting on behalf of the NNPCF / Representing the NNPCF	£50 per day plus other out of pocket expenses, e.g. travel / accommodation / childcare

These rates would apply to regional and non regional representatives and to additional NNPCF Parent Carer Reps.

The NNPCF does have a finite budget however, and therefore any activity beyond the annual honorarium needs to be agreed and confirmed by the Co-chairs of the Group to ensure that the group remains within it's financial envelope.

The process and timings of payment will also be discussed and confirmed **before** activity takes place.

Individual parent carers are responsible for ensuring they investigate the potential impact of additional payment or honorarium on their own financial status, including the impact on benefits, tax and national insurance.

Pro-active seeking of costs for involvement

As more organisations and agencies seek to engage the involvement of parent carers, the NNPCF will seek to uphold it's core value that participation should be valued by seeking remuneration to the Group for the activity undertaken. On all occasions, expenses would be seen as a non negotiable cost. In addition, remuneration would be sought on an agreed scale:

These are split into two groups, and also based on a sliding scale

DfE SEN strands / DoH / DfE and	£400 per day
---------------------------------	--------------

Corporate rates	
Charitable organisations and non contracted or grant aided work	£200 per day

Sliding scale would be applied depending on the likely days of involvement

1-4 days	100% of tariff
5-8 days	80% of tariff
9 + days	60% of tariff

The NNPCF would seek to recoup these costs into the NNPCF Budget (rather than to pay the individuals involved) and they would then distribute additional remuneration to those who have undertaken additional activity to that as part of the core agreement. This ensures a fair and equitable distribution of additional funding within the Group, and also recognises individuals who are undertaking greater activity.

There will be an element of discretion in relation to payment of parent carers that will remain with the Co-chairs of the steering group to determine in particular circumstances.

Challenges and Risks

As more organisations do seek to participate with more parent carers, the NNPCF are aware that as it seeks to employ its remuneration policy, partners and organisations either may not have the budget, or may be unwilling to comply.

This leads to the risks that

- Organisations chose not to consult and participate with parent carers
- Organisations may chose to locate and consult with other parent carers who may / may not be able to represent the diverse population of parent carers that the NNPCF are involved with.

The NNPCF Steering Group will need to consider these risks, and apply a transparent and equitable process which considers these risks.

When considering this, the Chairs may also need to consider the following:

- The potential impact on the lives of disabled children, young people and their families that the likely involvement may have
- The evidenced effectiveness of previous participation