

In the know

Perthyn Belonging

Chief Executive Update

Hello all,

Welcome to our spring newsletter. The months ahead will see a number of significant events. We will be voting on remaining in the European Union, we have the Olympics in Rio and of course Wales V England in the 2016 Euros. There will also be interesting times ahead for Perthyn.

As we move into another financial year it is no surprise that once again we face many difficult challenges as we endeavour to continue to provide high quality person centred services. We have to deal with the consequence of the new National Living Wage at the same time as funding levels are further stretched or reduced.

Perthyn has always supported any measures to ensure staff receive appropriate payment for the difficult job they do. We have been in regular discussion with union representatives regarding recent legislative changes and we continue to liaise with our funders too, in order to secure the resources we need. We know that we need to offer competitive salaries for all jobs and Senior Management and Trustees are looking at all the options mindful of the financial climate within which we currently operate.



As we move into spring and look forward, many of us will have been thinking about our summer holidays and also events and trips that the people we support want to undertake. There are many great examples of the things people do and the way staff plan for and support people in these activities. This shows that improving people's quality of life is still a big motivating factor for us. Trustees and Senior Management know and acknowledge how hard people across Perthyn work.

We hope you enjoy our latest newsletter.

Regards,
Chris Bennett
(on behalf of the Trustees and Executive Management Team)

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Environmental Incentive Award Scheme

As an organisation we work hard to ensure we take our responsibilities for our environment seriously. For the last few years, to encourage staff and the people we support to also think about their impact on the environment, we have promoted two Environmental Awards. We are running these again and we need your help!

Firstly, we are looking for nominations for an individual whom we support and the member of staff who may have supported them in a project to help the environment e.g. starting an allotment, increasing recycling, litter picking etc. etc.

Each winning entrant including staff, will receive **£50** cash/vouchers.

Secondly, we are looking at giving an award to the Perthyn Office or Transitional Service that can demonstrate the biggest positive impact in their environment; this could be by improving their environmental audit scores, or a relevant project or work they choose.

The winning setting will receive **£150** cash/vouchers to be shared by all who have contributed.

The period of activity should be between May 2016 and September 2016.

The Award will be judged by the Health, Safety & Environmental Management Group.

Please send all nominations for the awards to: keli.walters@perthyn.org.uk

by **30th September 2016**

Note: include as much information as possible including pictures; please ensure consent is given prior to submitting for the award and also for the submission of any photos.

Prizes will be presented at the end of October 2016 – date to be arranged.

Sponsored by



Environmental News

Environmental Incentive Award Scheme 2016

Hi folks,

After the success of the award for the last two years, we are very pleased to announce we are proceeding with our third award programme for 2016. There will be cash prizes for individuals and teams that can demonstrate they have 'gone above and beyond' in their efforts to promote a green agenda and for projects that have made a positive impact on their environment.

ESOS
energy
savings
opportunity
scheme



GOV.UK

NEWS

ESOS is a new mandatory energy assessment scheme for organisations in the UK which came

into effect from January 2016. We are pleased to announce Perthyn have complied with all our Energy Management requirements and in partnership with an independent lead assessor have identified still further ways in which we can save energy, save money and save the environment.

We shall be publishing our year end results in the next edition of the newsletter but early indications show that once again we can evidence a lower carbon cost across a range of Perthyn business activities. I would like to thank everyone at Fairfield House and Penycoed for their cooperation with the Lead Assessor in auditing their activities, thanks also to Helen Bailey for coming out on her day off to ensure access to head office for the assessor too. Good job everyone!

The Seren Scheme

In other news we are pleased to announce Perthyn will be putting itself up for a 'Phase Three Award' as part of the Seren Scheme. This UK wide scheme for inspection of Environmental Management Systems requires independent evaluation of Perthyn's efforts to manage its environmental impact.



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Each year we look to continuously improve our systems; we were the first provider of social care services to achieve the award in Wales and our aim is to push on and develop an approach that will be recognised as being of an international standard (Phase 5).



London Escapades!!!

Nigel Pittam - Northamptonshire

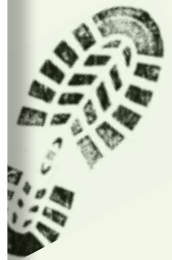


Nigel Pittam lives in a small village called Potterspury and would like to share a story with everybody. Ever since he was a little boy he has loved going out and enjoying himself. Nigel says that he particularly loves London and talks about it every day. He loves the culture, the transport system, the attractions and most of all the fish and chip shops!

At Nigel's Person Centred Review meeting he mentioned that he would love to visit London more as he had only visited London on his birthday in the past. Nigel agreed to save £5 a week that would go towards the train ticket that would enable him to go to London at least once a month.

When Nigel goes to London he chooses one landmark that he would like to visit and gets on the tube to go sight-seeing. Last month it was the London Eye. Nigel really enjoyed the train ride from Wolverton to Euston station and then going on the underground at Euston to Waterloo before finally walking to the London Eye.

Everyone then had fish and chips before making their way back to Potterspury. Nigel cannot wait for next month's London tour.



The new State Pension – rules and changes explained

The State Pension changed from 6 April 2016. If you'll reach State Pension age on or after that date you'll get the new State Pension under the new rules.

The current State Pension system is complicated. This makes it hard to work out how much State Pension you're likely to get and in turn difficult to plan ahead for your retirement.

The new State Pension is designed to be simpler. But there are some complicated changeover arrangements which you need to know about if you've already made contributions under the current system.

Am I affected by the change?

I'm already getting a State Pension

No. You'll continue to receive your State Pension under the current rules. But you can top up your State Pension by up to £25 a week by either paying National Insurance (NI) contribution or using the new State Pension Top Up Scheme.

I'm a woman born before 6 April 1953 or a man born before 6 April 1951

No. Your State Pension will be paid under the current system. Even if you defer your State Pension to a date after 6 April 2016, it will still be calculated under the current system. To find out about topping up your State Pension by up to £25 a week, see below.

I'm a woman born on or after 6 April 1953 or a man born on or after 6 April 1951

Yes. You'll get the new State Pension. If you've already started to build up State Pension under the current system, this will be converted into an amount under the new State Pension.



If you haven't built up any State Pension by 6 April 2016, your State Pension will be completely calculated under the new rules.

Calculating the new state pension is complicated but you can find out more information on GOV.UK

Perthyn cannot advise you on your pension arrangements. For such advice you will need to go to a specialist advisor.

If you are in a company pension e.g. with the NHS, SHPS or under the Auto-enrolment Scheme, you should contact them in the first instance.

Helpful numbers:

**Pension Advisory Service -
0300 123 1047**

<http://www.pensionsadvisoryservice.org.uk/>

**NHS Pensions Members Helpline -
0300 3301 346**

**Social Housing Pension Scheme –
0113 234 5500**

<http://www.tpt.org.uk/>

Are you in the Social Housing Pension Scheme?

Online access for your pension benefits is here

You can now manage your defined contribution (DC) pension benefits online



The new system, called **BenPal**, is designed to help you manage and control your retirement income **24 hours a day, 7 days a week.**



- View your pension online at a time convenient to you
- Model future benefits
- See how much your fund is worth and where it is invested
- Change investment fund choices and contribution rates
- Switch investment funds
- Keep your personal information and beneficiary details up to date

Details on how to access the online system will be sent to you shortly. Once you receive your access details **please activate your account** as soon as possible.



The Pensions Trust

Get your bounce back try trampolining



Staff from the Specialist Support Services and Penycoed teams have recently been trained to become Rebound Therapy Instructors and have been delivering Rebound Therapy to a number of individuals currently living at the Penycoed Transition Service in West Wales.

The staff also participated in a partnership project with AYP Sport Development Officers from Carmarthenshire County Council and were trained in the delivery of a Multi Skills training programme to facilitate alongside the delivery of Rebound Therapy.

Mark Cole and Thomas Gordon Bevan who live at Penycoed, participated in the training programmes and their achievements in the project were celebrated at an award ceremony held at the Halliwell Theatre, Trinity St David's University in Carmarthen on the 16th March 2016.

During the ceremony the audience were shown a video of Mark and Gordon exercising on a trampoline and participating in the Multi Skills training programme. They were also welcomed to the stage to be presented their grade 1 Winstrada and Multi-skills participation certificates.

Mark and Gordon both thoroughly enjoyed the award ceremony and continue to enjoy

a weekly trampoline session in Carmarthen Leisure Centre.

We hope that this initiative is further developed to become an opportunity for other individuals to participate in.

Rebound Therapy - What is it?

It is the phrase that describes the specific 'Eddy Anderson model' of exercise therapy which uses trampolines to provide opportunities for movement, therapeutic exercise and recreation for people across the whole spectrum of special needs.

It teaches logical progressions of movement patterns designed to encourage individuals to continually develop whilst at the same time experiencing healthy exercise and enjoyment. Some of the benefits include the developing and improvement of:

Strength of limbs, Communication, Co-ordination, Independence, Self-confidence, Balance, Muscle tone, Reaction speed, Eye contact, Relaxation, Freedom of movement, Sense of achievement, Stamina, Spatial awareness, Body awareness, Social awareness, Trust and confidence in instructor, Height and depth perception & Fun and enjoyment

What is multi-skills?

Multi-skills training provides a non-sport specific, fun, challenging and enjoyable starting point for individuals involvement in sport. Sessions include a wide variety of games and activities, all involving the development of skills and attributes that can be applied to a range of sports and physical activities that an individual may subsequently choose to participate in.

Multi skills aims to develop individuals in and through sport in five key areas. These are:

Physical:

Developing movement capabilities and fitness levels.

Technical:

Developing the skills and techniques required

to play a range of games, activities or sports.

Tactical:

Developing knowledge of 'how to' play the games and their ability to solve challenges in sports, games and activities.

Mental:

Developing mental capabilities including decision making skills.

Personal-Social:

Developing confidence, ability to build relationships, respect for rules and others, and their ability to find their own solutions to problems.

Dai Thomas



Left to Right:

Jonathan Morgan (Support Worker)
Laura Stephens (ATSM)
Simon Murphy (Support Worker)

Dai Thomas (SSS)
Marl Cole (Award Winner)
Gordon Bevan (Award Winner)

Claire Gannon (Support Worker)
Deana Collins (Support Worker)
Gareth Mitchell (Support Worker)

Questions & Answers



Donna Wills

Training Administrator

The best thing about my job is...

The best thing about my job is helping others to be compliant in their work places and having been an assessor for 11 years not having to travel around the country anymore.

If you could learn to do anything, what would it be?

I would love to be able to play a musical instrument and sing as I am totally tone deaf when it comes to singing.

My favourite meal is...

My favourite meal is seafood linguine

If you could have two famous people to dinner, who would they be?

James Martin and Jamie Roberts

If you could choose a super power, what would it be and why?

I would love to be able to cure diseases

What chores do you absolutely hate doing?

Ironing and putting it away

Favourite song

Dance with my father again – Luther Vandross

What is your ideal holiday location and why?

Fuerteventura – First ever holiday with my husband.

Favourite film

Grease

Top tips for doing the job well...

Being organised, friendly and approachable



Helen Taylor

Finance Accounts Clerk

The best thing about my job is...

Working with such a nice team, everyone has been so kind.

If you could learn to do anything, what would it be?

Play the piano

My favourite meal is...

Afternoon Tea

If you could have two famous people to dinner, who would they be?

Daniel Craig and David Beckham and a padlock to stop them escaping.

What chores do you absolutely hate doing?

I don't do the housework I've trained my husband up.

Favourite song

Ain't Nobody - Chaka Khan

What is your ideal holiday location and why?

Florida if I'm taking the kids (obvious reasons) or New York for me and hubby (It's amazing and shopping).

Favourite film

Godfather or Superbad

Top tips for doing the job well...

Don't be afraid to ask question even if you think they are silly.

Questions & Answers



Wendy Smith

Community Support Manager
Northampton

The best thing about my job is...

It's never a dull day in my job, there is always something happening.

If you could learn to do anything, what would it be?

I would love to learn to fly a glider, but first have to get over the fear of height.

My favourite meal is...

I absolutely love Italian food my favourite Linguine Marinara.

If you could choose a super power, what would it be and why?

Mind control, for obvious reasons. I know it's not person centered.

What chores do you absolutely hate doing?

Damp dusting has to be done but I absolutely hate it.

Favourite song

Conqueror by Estelle

What is your ideal holiday location and why?

The Four Seasons Resort Bora Bora, because it's heaven on earth.

Favourite film

Anything with Jason Statham

Top tips for doing the job well...

Never underestimate the power of THANK YOU



Hollie Delve

Finance Accounts Clerk

The best thing about my job is...

Everyone I work with is so nice and supportive.

If you could learn to do anything, what would it be?

Learn to ice dance

My favourite meal is...

Curry!

If you could have two famous people to dinner, who would they be?

Peter Kay and Harry Kane

If you could choose a super power, what would it be and why?

To be able to fly

What chores do you absolutely hate doing?

All of them

Favourite song

At the moment it is Wanted Dead or Alive by Bon Jovi.

What is your ideal holiday location and why?

Somewhere sunny.

Favourite film

All the Harry Potter films

Top tips for doing the job well...

Take your time and always ask if you need help.

Payroll - P60 and Tax Code Information

By now all staff members should have received their P60 document for year ending March 2016. Please keep this document in a safe place for 6 years. If you are claiming any Tax credits, you will need to refer to this document to confirm you total earnings for the period 2015/2016.

From 1st April 2016 the normal tax code will be 1100L. If your tax code is not shown as this on your April payslip and you feel it is incorrect, please can you contact the HMRC on 0300 200 3300 as Perthyn cannot discuss this on your behalf. The Payroll department are unable to deal with any tax code queries.

Are you claiming for the Married Couples Allowance? If you or your partner earns less than the tax threshold of £11,000 per annum you may be eligible for this. To find our more please visit <https://www.gov.uk/marriage-allowance-guide/how-it-works> or telephone the number above.



Leanne Lewis

We would like to give a special mention and congratulations to Leanne Lewis from Shropshire who is the first staff member to complete the new Care Certificate within the organisation since we launched it in October 2015.



If you have any comments, suggestions or articles please send them to the address below. If you are sending photo's please send them as Jpegs.



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