

HAMPSHIRE COUNTY COUNCIL

Decision Report

Decision Maker:	Executive Lead Member for Children and Families
Date:	9 March 2011
Title:	Fees and Allowances in Respect of Children Supported in Adoption, Residence and Special Guardianship Arrangements, Kinship Placements, Foster Care and Family Link for 2011/12
Reference:	2627
Report From:	Director of Children's Services

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1. Executive Summary

- 1.1. This report outlines the proposals for increasing Hampshire County Council's fees and allowances payable in respect of children who cannot be cared for by their parents and who need to be cared for away from home, and in respect of disabled children who are supported to remain at home, with regular respite care provided by others.
- 1.2. The purpose of the report is to agree the annual increase in fees and allowances in respect of children living away from home and provide some context regarding each of those arrangements.

2. Contextual information

- 2.1. The underpinning philosophy is that, wherever possible, children should be helped to remain in their own homes with their own parents. Where this is not possible, they should be cared for in their extended families or with adults with whom they are familiar. Where ever possible families should be supported to care for children within their family and friends network without the need for the child to enter the care system. This can be achieved through informal family care or a range of legal options which are an alternative to care.
- 2.2. Where children do need to enter the care system they should be matched to a placement that can meet their needs. For the majority of children this need will be met by a high quality family placement with an approved foster carer.
- 2.3. Children should not remain in public care unnecessarily, and plans should be made for their return home, or for permanent alternative arrangements to

be made as quickly as possible. Children should experience stable, family based care for the duration of their childhoods.

- 2.4. The fees and allowances payable to carers are carefully constructed to ensure that children are not disadvantaged in achieving the best placement, because of financial inequalities. The primary consideration can, therefore, be the best legal arrangement with the carer who can offer security and good outcomes for the child. The allowances recognise the additional requirements of foster carers caring for children in public care, and the different demands on those caring for children who are not in care.
- 2.5. The allowance levels proposed for 2011/12 match Fostering Network Recommended Rates¹ for fostering allowances as opposed to National Minimum Fostering Rates, the latter being those rates which all fostering services are required to pay following the implementation of The Children Act 2004. The Fostering Network Recommended Rate is based on the real costs of looking after someone else's child plus the additional costs associated with a child in foster care and the roles, responsibilities and availability required of foster carers. This is the rate agreed for Hampshire foster carers by the Executive Member for Children and Families from April 2008 and recognises the need to set allowances at a rate which will ensure the recruitment and retention of sufficient high quality foster carers, to meet the needs of children in Hampshire, within a competitive local market.
- 2.6. Local authorities must legally determine Special Guardianship allowances by 'giving regard' to the amount of fostering allowance which would have been payable if the child were fostered. This requirement, and subsequent legal challenge, has resulted in a change from 21 September 2010 in how special guardianship allowances are calculated. This is to ensure that Hampshire County Council is legally compliant. In calculating the level of Special Guardianship allowances Hampshire's fostering allowances has been taken as a starting point, and elements of the fostering allowance specific to foster carers has been deducted. As a result, Special Guardianship Allowances are calculated at two thirds of Hampshire fostering allowance rates (Fostering Network Recommended Rates) not aligned to the National Minimum Fostering Rates as previously. Other allowances, as defined within the report, are either aligned to the National Minimum Fostering Rates, or are increased by an inflationary allowance of 2.5%. Allowances are calculated at a weekly rate unless stated otherwise.
- 2.7. All allowances for 2010/11 were held level at the rates in 2009/10 to reflect the low level of inflation through this period. This included Fostering Allowances, as there were no increases to the rates recommended by the National Fostering Network. Increases are proposed in this paper to help carers meet increases in the cost of living from much higher levels of inflation anticipated during 2010/11.

¹ The Fostering Network is a charity supporting foster carers and working to improve the lives of children in care.

- 2.8. There were 1,091 children living full-time in the care of Hampshire County Council as at 31 January 2011, 584 of whom were fostered with Hampshire foster carers (including 144 children in family and friends placements) and 51 placed for adoption. In addition, 184 children were placed with Independent Fostering Providers, resulting a total of 819 children living with approved family carers (75% of the total number of children looked after full time).
- 2.9. The Children's Services Department recognises the importance of developing a range of different family placements for children, each being eligible for financial support to ensure that a child is not prevented from being placed under the appropriate legal framework with a family who can best meet their needs, due solely to financial barriers.
- 2.10. Family placements need to be available for children who are in care, but also for children who are 'on the edge' of the care system. In other words children or young people who could be prevented from coming into care, or who could be supported in leaving care, by way of agreement or by a legal order.
- 2.11. The range of placement types described in this paper cover all of those circumstances. The allowances payable in each case represent only one element of the support given to families when they care for a vulnerable child or young person.
- 2.12. The following sections cover the key issues and include the various schemes. Different schemes are inflated using different criteria, some historical which will phase out when children reach the age of 18 years. The criteria for each are portrayed accordingly.

3. Proposals for changes in allowances

Fostering Allowances

- 3.1. Hampshire's foster carers offer an excellent professional service to children who need to be looked after away from home, both on a short term basis and as a longer term arrangement. An amendment to the Children Act 2004 requires all fostering agencies to pay a minimum rate of allowances to foster carers as of 1 April 2007. However, the rate of allowances paid by Hampshire since April 2008 have been in line with the Fostering Network Recommended Rates. These rates are higher, which has enabled Hampshire to become more competitive in the market place, and attract more carers to foster for Hampshire. The Fostering Network Recommended Rates reflect their analysis of the true cost of looking after someone else's child plus the additional costs associated with a child in foster care and the roles, responsibilities and availability required of foster carers.
- 3.2. It is proposed to increase fostering allowances in line with the Fostering Network Recommended Rates from 3 April 2011 (the first payment week in April 2011) as detailed in Table 1 of Appendix C. This represents an increase of 5.1% compared with the rates payable during 2010/11.

- 3.3. Foster carers emphasise that training and support are as important to them as the level of allowances and fees, and the County Council ensures that foster carers are supported and their contribution recognised, by offering a range of support services, including regular supervision and support groups, a full calendar of training specifically for carers and an independent support service to foster carers who have a complaint or allegation made against them.
- 3.4. Foster carers are also given free access to a wide range of musical events and workshops for their families and the children they care for and free access to a range of leisure and sports facilities across the county. They are also invited to regular celebratory events which recognise and value the long service and outstanding commitment to fostering which is demonstrated by many of the County's foster carers.

Adoption Allowances

- 3.5. There were 229 adopted children in Hampshire as at the 31 January 2011 where the adoptive parents received an Adoption Allowance to support their placement (this includes 30 that receive a transitional allowance – see paragraph 3.11). This compares with 249 as at January 2010 and 231 as at January 2009. The decrease in the number supported with allowances over the last year relates to a reduced need for support as a consequence of lower interest rates increasing the disposable incomes of adoptive carers. This disguises an overall rise in the number of adopted children.
- 3.6. There are a number of different adoption allowance schemes which have been introduced in response to different Regulations over the last 15 years. Details of the rates of allowances are shown in Table 2 in Appendix C.
- 3.7. In December 2005 the most recent Adoption Support Regulations came into force, which built on the Adoption Support Services Regulations 2003. The Regulations emphasise that adopters should be encouraged to seek financial support in the first instance through universal benefits and allowances such as Tax credits and child benefits. The aim is to decrease the number of families dependant upon Adoption Agencies to enhance their weekly income, and enable agencies to provide one off grants or practical services rather than ongoing financial support.
- 3.8. Adopters are able to request an assessment for financial support at any time during the adopted child's childhood. The assessment may make provision for financial support in the form of a one off grant in order to meet the needs of a specific child or children, such as assistance to purchase a vehicle, or to adapt a property for a child with special needs, or in some circumstances by paying a regular weekly allowance to meet the ongoing needs of the child, following a financial assessment.
- 3.9. The 2005 Regulations introduced a standard, national formula for assessing adopters' eligibility for an allowance, although the amount payable remains the decision of the County Council. In Hampshire, the maximum amount payable under the assessed scheme is two thirds of the National Minimum Fostering Allowance. The same rate is paid in respect of Kinship Care and Residence Order Allowances.

- 3.10. The amount awarded to each carer is subject to formal annual review or can take place earlier if there is a change of circumstance.
- 3.11. In situations where an existing foster carer applies to adopt a child for whom they are caring, the level of allowance payable (Transitional Allowance) for new arrangements from April 2009, have been aligned to Fostering Network Recommended Rates and will not be financially assessed. This approach means that children are not be disadvantaged by having to remain in care, where the only barrier to adoption may be a financial one. In 2009/10 eight children were adopted by their foster carers, and so far in 2010/11 three children have been adopted by their foster carers.
- 3.12. For those children who are supported by way of a weekly adoption allowance, it is proposed to continue to set the rate payable under the current scheme (Scheme Four) at two thirds of the National Minimum Fostering Allowance, as in previous years. The amounts payable under Scheme Four are shown in Table 3 of Appendix C.
- 3.13. Adoption allowances payable under previous regulations are calculated differently and have different maximum rates (Schemes Two and Three). It is proposed that those allowances should be increased by 2.5%. The amounts payable are shown in Table 2 in Appendix C. No children are paid under Scheme One any longer.

Residence Order Allowances

- 3.14. Residence Allowances can be paid in circumstances where a child or children have been, or would otherwise have been, in the care of the Local Authority, and the need for the child to be in care is prevented or ceases when a Residence Order is granted. The most common situations are where a relative or current carer offers to care for a child or children on a permanent basis, and to take shared legal responsibility for the child.
- 3.15. Applicants are financially assessed and awarded up to the same maximum level as the allowances granted for Adoption or Kinship Care. Prior to January 2011 applicants who had already been receiving a fostering allowance for a period of six months or more were awarded a Transitional Allowance which was aligned with fostering allowance rates and was not financially assessed. This approach was taken to ensure that children would not be disadvantaged by having to remain in care, where the only barrier to permanence outside the care system may be a financial one. As part of the strategy to deal with Children's Services department budget constraints, Transitional Allowances ceased for new applications from January 2011. All applicants for Residence Order Allowances, including former foster carers, are financially assessed and awarded up to the same maximum level as the allowances granted for Adoption or Kinship Care.
- 3.16. The number of children in receipt of a Residence Allowance has remained stable during the last year at 31 children as at the end of January 2011, compared with 31 at the end of January 2010 and 33 at the end of January 2009.

- 3.17. Children for whom Residence Allowances are paid fall under the same range of schemes as those who are adopted. It is proposed that Residence Allowances rates increase in the same way as Adoption Allowances as described at paragraphs 3.12 and 3.13 above.

Kinship Care

- 3.18. Kinship Care was developed in Hampshire during 2003/04. The number of children supported in this way has remained stable since 2007/08 with allowances paid in respect of 66 children at December 2010.
- 3.19. Hampshire County Council's policy enables children who would otherwise be in public care, to be cared for within their extended family without the transfer of Parental Responsibility under a court order. This arrangement is clearly meeting the needs of some children.
- 3.20. For those children in Kinship Care arrangements whose carers are eligible to receive an allowance, the Scheme Four rate shown in Table 3 in Appendix C applies. The allowance is paid on a sliding scale and a financial assessment will determine whether the carer is eligible for the whole, or a part of the allowance, within Scheme Four. It is proposed that Kinship Care Allowance rates increase in line with those allowances.
- 3.21. Family and Friends foster carers who are close relatives and who are receiving a fostering allowance in respect of a child in their care, may enter into a Kinship Care arrangement. This is a means by which children can successfully exit the care system. For these arrangements made prior to January 2011 where the child had been fostered in excess of six months, the level of kinship care allowance payable (Transitional Allowance) was aligned with fostering allowance rates and was not financially assessed. This approach meant that children would not be disadvantaged by having to remain in care, where the only barrier was a financial one. Due to financial considerations Transitional Allowances ceased for new arrangements from January 2011. All kinship care allowances, including those paid to former foster carers, are now assessed in the same manner.

Special Guardianship

- 3.22. In December 2005 Special Guardianship was introduced as an amendment to the Children Act 1989. The aim was to encourage and enable relatives, or current carers, of children who are unable to live with their parents to provide a permanent alternative care to a child. Some of these children are, or might otherwise be, looked after by the Local Authority. A Special Guardianship Order awards a higher level of Parental Responsibility than that awarded under a Residence Order, without completely severing the legal ties with the birth family in the way in which an Adoption Order does.
- 3.23. According to assessed need, the Local Authority is required to provide a similar range of financial and practical supports as are available to children who are adopted. This includes, for example, weekly allowances, one-off grants and payments and other support services. When determining the level of regular payments, i.e. Special Guardianship allowances, Local

Authorities must legally 'give regard' to the amount of fostering allowance which would have been payable if the child were fostered

- 3.24. It is proposed that the level of allowances to eligible recipients, payable in respect of Special Guardianship arrangements, is set to two thirds of the Fostering Network Recommended Allowance Rates, as shown in Table 4 of Appendix C.
- 3.25. For those applicants granted a Special Guardianship Order who already received a fostering allowance prior to January 2011, the level of allowance payable (Transitional Allowance) was aligned with fostering allowance rates and was not financially assessed. This approach was taken to ensure that children would not be disadvantaged by having to remain in care, where the only barrier to permanence outside the care system may be a financial one. As part of the strategy to deal with Children's Services department budget constraints Transitional Allowances ceased for new allowances agreed after January 2011. All applicants for Special Guardianship Order Allowances, including former foster carers, are now financially assessed and awarded up to two thirds of the Fostering Network Recommended Fostering Allowance Rates.
- 3.26. The numbers of children in Hampshire in receipt of a Special Guardianship Order Allowance as at 31 January 2011 was 151. Of those, 99 were in receipt of Transitional Allowances. The number of allowances paid at the end of January 2010 was 112, demonstrating the continued growth in this area following its introduction. Allowance for activity growth has been made in the 2011/12 budget proposals. The proposed changes for Special Guardianship Allowances are detailed in Table 4 in Appendix C.

Family Link Allowances

- 3.27. Currently 88 children benefit from using this scheme which offers planned, family based respite care to children with disabilities. This service offers significant support to children and their families, and is one which Hampshire County Council is committed to continuing to develop. It is proposed that Family Link Allowances be increased by 2.5% as of 1 April 2011. This would mean that family link carers would receive the rates per child shown in Table 5 in Appendix C.

Skills Fees

- 3.28. In Hampshire, new foster carers undertake a probationary year during which time they are expected to evidence they can meet the Children's Workforce Development Council Induction Standards for Foster Carers. They are then assessed as competent at skill level one. New carers with existing, transferable child care skills may be assessed as already competent at skills level one and start fostering at this level. Level one foster carers do not receive a skills fee.
- 3.29. There have been a number of different skill fee schemes which have been introduced to attract and retain carers in Hampshire by recognising carers' skills and competencies. Skills levels two and three were introduced to encourage carers to work towards these levels if they wished to do so, each

level requiring evidence of greater skill and competence in the fostering task and evidence of improving outcomes for the children in their care.

- 3.30. Under the current scheme introduced in April 2008, skill level fees are paid per child for each child placed after the carer has been progressed to level 2 or level 3. These skills fees are sufficiently competitive to attract and retain skilled carers who might otherwise be attracted to Independent Fostering Providers.
- 3.31. Transitional arrangements have been put in place to move carers from the old to the new structure. During this transition period some foster carers remain on old levels two and four skills fees. For county carers the fee is now paid per child.
- 3.32. A small number of foster carers remain on the Project Care Scheme which currently pays a fee of £136.64 per week. As at January 2011, 20 Project Care fees were in payment.
- 3.33. It is proposed that all fees be increased by 2.5% with effect from 3 April 2011. The current and proposed new rates are detailed in Table 6 in Appendix C.

Miscellaneous expenses

- 3.34. In addition to standard fees and allowances the following increases are proposed to a range of miscellaneous expenses with effect from 1 April 2011.
- 3.35. Child care rates, to ensure that foster carers are able to attend training and other important meetings, are proposed to increase from £4.52 per hour to £4.63 per hour (an increase of 2.5%).
- 3.36. The mileage rate for essential travel for foster carers is proposed to increase from 45p per mile to 46p per mile. The same amount is paid to adopters for journeys undertaken during the introduction of the child to their new family.
- 3.37. Adoption and fostering panels, of which there are 10 each month in Hampshire, play a vital role in ensuring that the standard of foster carers, adopters and plans for children, meet or exceed the minimum statutory requirements. The membership of such panels is laid down in regulation and is mostly made up of members who are independent of the County Council.
- 3.38. A small allowance is made available to independent panel members in recognition of their commitment to the task and to offset expenses associated with their attendance, such as travel and childcare costs. It is proposed that the rate payable to panel members of £53.71 per panel increase by 2.5% to £55.05. It is also proposed that travel expenses are reimbursed at a rate of 46p per mile in line with those paid to foster carers, adopters and other carers.

4. Financial implications

- 4.1. The Revenue Budget for 2011/12 includes a provision for non-pay inflation of 2.5% which allows for full funding of the allowance's proposed to be increased at this level. The proposals for fostering and Special Guardianship allowances (outlined in section 3) have been linked to the National Fostering Network minimum allowances for 2011/12 to meet the market rates for carers, which represents an increase of 5.1% compared with the rates paid during 2010/11, and provision of £140,000 has been made within the 2011/12 Revenue Budget strategy (as agreed by the Executive Lead Member for Children's Services on 28 January 2011), in order to meet the additional financial impact of these increases (2.6%) above the corporate funding received for non-pay inflation.

5. Performance

- 5.1. This report outlines proposals for increasing Hampshire County Council's fees and allowances payable in respect of children who cannot be cared for by their parents and who need to be cared for away from home, and in respect of disabled children who are supported to remain at home, with regular respite care provided by others.
- 5.2. The decision will enable more children to live in family placements by ensuring that a range and choice of placements is available so that each child can be carefully matched to a family setting which meets their needs. With a stable family placement, children are more likely to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic wellbeing as adults.

6. Consultation

- 6.1. Consultation with foster carers, kinship carers and a range of staff working with and supporting all carers, takes place on an ongoing basis. Whilst carers acknowledge that the allowance they receive is only part of a package of support available to them, it is a basic and very important part of that package. Of equal importance is the assurance that carers can access additional or specialist services throughout the child or young person's childhood and into adulthood. The difficult and uncertain start which these young people have had, means that it is not possible to predict what services might be required in the future. Carers would like assurances that their requests for additional support will be responded to and as this is not always possible, they are keen that the basic level of allowances should be adequate. Ongoing payment of allowances to carers in line with the Fostering Network Recommended Rates will ensure this is the case.

7. Recommendations

- 7.1. It is recommended that the Executive Lead Member for Children Services approves the following changes to allowances and fees and associated

expenses with effect from 3 April 2011 (the first payment week in April 2011):

- (i) increase Fostering Allowances to match Fostering Network Recommended Rates (paragraph 3.2 and Appendix C, Table 1)
- (ii) increase Scheme Two and Three Adoption Allowances by 2.5% (paragraph 3.13 and Appendix C, Table 2), and Scheme Four Adoption Allowances to two thirds of National Minimum Fostering Allowance rates (paragraph 3.12 and Appendix C, Table 3)
- (iii) increase Scheme Two and Three Residence Order Allowances by 2.5% (Appendix C, Table 2) and Scheme Four Adoption Allowances to two thirds of National Minimum Fostering Allowance rates (paragraph 3.17 and Appendix C, Table 3)
- (iv) increase Kinship Care Allowances to two thirds of National Minimum Fostering Allowance rates (paragraph 3.20 and Appendix C, Table 3)
- (v) increase Special Guardianship Allowances to two thirds of Hampshire's fostering allowance rates (Fostering Network Recommended Rates) (paragraph 3.24 and Appendix C, Table 4)
- (vi) increase Foster Carers Skill Fees by 2.5% (paragraph 3.33 and Appendix C, Table 6).

7.2. It is recommended that the Executive Lead Member for Children Services approves the following changes to allowances and other associated expenses with effect from 1 April 2011 (paid on claim basis at a specific or daily rate):

- (i) increase Family Link Allowances by 2.5% (paragraph 3.27 and Appendix C, Table 5)
- (ii) increase miscellaneous expenses associated with the above activities (as set out in paragraphs 3.34 to 3.38) by 2.5%.

CORPORATE OR LEGAL INFORMATION:**Links to the Corporate Strategy**

Hampshire safer and more secure for all:	yes
Corporate Improvement plan link number (if appropriate):	
Maximising well-being:	yes
Corporate Improvement plan link number (if appropriate):	
Enhancing our quality of place:	no
Corporate Improvement plan link number (if appropriate):	
OR	
This proposal does not link to the Corporate Strategy but, nevertheless, requires a decision because:	
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Other Significant Links

Links to previous Member decisions:		
<u>Title</u>	<u>Reference</u>	<u>Date</u>
Children's Services Revenue Budget 2011/12	2503	28 January 2011
Direct links to specific legislation or Government Directives		
<u>All the above allowances are made available in response to legislation relating to Adoption, Special Guardianship, Residence Orders and children in care, primarily the Children Act 1989 and the Adoption and Children Act 2002.</u>	<u>Date</u>	

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

DocumentLocation

None

IMPACT ASSESSMENTS:

1. Equalities Impact Assessment:

1.1. Race and equality impact assessment has been considered in the development of this report and no adverse impact has been identified. An increase in allowances and fees will ensure we maintain a consistent pool of carers, and that a choice of placement is available. Matching children to a family setting which meets their needs is more likely to improve outcomes for children.

2. Impact on Crime and Disorder:

2.1. Crime and disorder objectives are not considered to be adversely affected by the proposals of this report.

3. Climate Change:

3.1. How does what is being proposed impact on our carbon footprint / energy consumption?

- No impact

3.2. How does what is being proposed consider the need to adapt to climate change, and be resilient to its longer term impacts?

- No impact

Appendix C – Tables to show proposed allowance rates

Table 1: Weekly Fostering Allowance Rates

Child's Age	Current Rate (2010/11) £	Proposed Rate (2011/12) £	Increase on 2010/11 £	% Increase
0-4	125.09	131.47	6.38	5.1%
5-10	142.49	149.76	7.27	5.1%
11-15	177.38	186.43	9.05	5.1%
16+	215.74	226.74	11.00	5.1%

Table 2: Schemes Two and Three - These apply only to Adoption and Residence Order weekly allowances

Scheme	Child's Age	Current Rate (2010/11) £	Proposed Rate (2011/12) £	Increase on 2010/11 £	% Increase
Scheme Two	0-4	44.80	45.92	1.12	2.5%
	5-7	53.62	54.96	1.34	2.5%
	8-10	60.27	61.78	1.51	2.5%
	11-12	66.92	68.59	1.67	2.5%
	13-15	76.23	78.14	1.91	2.5%
	16+	96.81	99.23	2.42	2.5%
Scheme Two enhancements	A	7.00	7.18	0.18	2.6%
	B	21.49	22.03	0.54	2.5%
	C	35.77	36.66	0.89	2.5%
Scheme Three	0-4	62.58	64.14	1.56	2.5%
	5-10	80.85	82.87	2.02	2.5%
	11-15	103.67	106.26	2.59	2.5%
	16+	137.97	141.42	3.45	2.5%

Table 3: Scheme Four - This applies to Kinship Care, Adoption, and Residence Order allowances (weekly amounts)

Child's Age	Current Rate (2010/11) £	Proposed Rate (2011/12) £	Increase on 2010/11 £	% Increase
0-1	77.98	82.67	4.69	6.0%
2-4	80.01	84.70	4.69	5.9%
5-10	89.32	94.64	5.32	6.0%
11-15	101.36	107.31	5.95	5.9%
16+	126.07	126.07	0.00	0.0%

*Based on two thirds of the national Minimum Fostering Allowance

Table 4: Special Guardianship Allowances (weekly amounts)

Child's Age	Original Rate (2010/11) £	Current Rate (2010/11) £	Proposed Rate (2011/12) £	Increase on 2010/11 £	% Increase
0-1	77.98	83.37	87.65	4.28	5.1%
2-4	80.01	83.37	87.65	4.28	5.1%
5-10	89.32	94.99	99.84	4.85	5.1%
11-15	101.36	118.23	124.29	6.06	5.1%
16+	126.07	143.85	151.16	7.31	5.1%

Table 5: Family Link Allowances (weekly amounts)

Time period	Current Rate (2010/11) £	Proposed Rate £ (2011/12) £	Increase on 2010/11 £	% Increase
0 – 4hrs	13.88	14.23	0.35	2.5%
4 – 8hrs	25.45	26.09	0.64	2.5%
8 – 12hrs	34.71	35.58	0.87	2.5%
Overnight	20.82	21.34	0.52	2.5%
Waking Night	34.71	35.58	0.87	2.5%
Whole week	275.31	282.19	6.88	2.5%

Table 6: Skills Fees (weekly amounts)

Skills Level	Current Rate (2010/11) £	Proposed Rate (2011/12) £	Increase on 2010/11 £	% Increase
Level 2	88.34	90.55	2.21	2.5%
Level 3	275.24	282.12	6.88	2.5%
Level 2 Transitional	64.82	66.44	1.62	2.5%
Level 4 Transitional	137.62	141.06	3.44	2.5%
Project Care Fee	136.64	140.06	3.42	2.5%