

## Changing faces in the region

### New Chair Mark takes over from Mick

For the past five years the East Midlands Region has had Mick Tinkler at its helm. The Chief Executive of Age Concern Nottingham and Nottinghamshire has guided the region through some challenging times with few resources and has finished his tenure as Chair with some considerable achievements to his credit. The region is now respected throughout the federation as an innovative and forward-thinking part of Age Concern. The groups and organisations within the region are well represented at the regional meetings and events, joining together with a common purpose. The region has successfully bid for 'Big Lottery' funding for two group support workers in the region and Mick has seen this project begin to deliver the anticipated benefit to the smaller groups. Mick has been modest about his achievements and said that he had enjoyed the challenge,

was glad to see progress but that this had been down to a team effort, not one individual.



Mark Melaugh and Mick Tinkler

The region is therefore in a very healthy state to hand over to Mick's successor, Mark Melaugh. Mark is Chief Executive of Age Concern Leicester that operates within Leicester City. As incoming Chair Mark is conscious of the legacy of achievement left by his predecessor, he says,

"I want to build on the excellent work in the region during the past five years. I also want to recognise the importance and encourage the involvement of the smaller Age Concern groups within the region as well as the larger groups and organisations."

### Pip bids a fond farewell

Regional administrator, Pip Foster, said her goodbyes at the regional conference in April. After being our number one contact at the regional office for more than 18 years, Pip is retiring and hopes to pursue other interests including voluntary work. A colleague described to us how Pip started off the regional office in not much more than a garage and developed the facility to what it is today, a base with offices, meeting rooms, library and storage for all the resources held regionally. Pip is pictured at the conference

with Gordon Lishman who was eloquent in his praise of Pip's valuable work. Kirsten Williams now takes over Pip's role.

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We wish Pip well for the future and a very happy and fulfilled retirement.

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## News and Views from AC Groups

### Lutterworth celebrates the positives of older age

'Celebrating Older People' was the apt title of the three day event held by Age Concern Lutterworth at the end of June. It was an exhibition of arts, crafts and interests all contributed by local people of mature years. Some very fine examples were on show of embroidery, tapestry, beadwork jewellery, ceramics, matchstick modelling, quilling, painting and photography. Of particular interest was the restored furniture, exhibited by Cathy d'Abrumenil, Chair of AC Lutterworth, which combined skills of upholstery, cane work and wood-turning.

The event was held in Lutterworth Town Hall and welcomed visitors of all ages to show off what older people are capable of achieving. Many contributors had only taken up their chosen craft after reaching

retirement age. Catherine Vincent described how she had only begun doing tapestry ten years previously when she was bought one as a present, now her output is prolific. Retired toastmaster, Bill Lofthouse declared the exhibition open with help from the Town Crier. Many representatives from local organisations were in attendance including the district council.



Catherine Vincent proudly shows her work

The celebration was organised together with U3A, (University of the Third Age), and demonstrated the effectiveness of working closely in partnership with other organisations that share a common interest. A booklet is to be produced by the organisers with features about what life is like as an older person and with further appreciation of the contribu-

tions made by older people to enhance the richness of family and community life.

**We want to hear from you if you have something of interest to share with other groups. Next issue out October 2006 - items to Pam or Linda by 30th September 2006 please.**

### Roy Holland, East Mids. Lead Adviser on Age Discrimination

The new law on Age Discrimination comes into force on October 1<sup>st</sup> 2006.

Roy Holland has worked with Leicestershire and Rutland for just over 3 years, having previously worked as a senior manager in the business sector.



Roy Holland

The advisory role officially runs from July this year until the end of March 2007 and Roy will soon be introducing himself to key players in the East Midlands.

We asked Roy how he envisaged his contribution, he said "My first priority is to become familiar with the new legislation so that I am in a position to offer sound advice. I will be making early contact throughout the six

Counties with an offer to attend meetings and talk about the implications of the new act. I intend organising "Road Shows" in September when people can come along, collect information and leaflets etc. and speak to me directly about the level of help and support that they would like me to provide. Our responsibilities under this new law are two fold. Firstly to give help, advice and direction to our enquirers. Secondly to help ensure that Age Concern operates within the scope and the spirit of the act. How embarrassing would it be if the latter were not the case?"

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## Quality Counts

Update from Jane Mitchell-Barnes, National Assessment Manager

I would like to apologise to any Age Concerns that are still waiting for their formal written feedback from Membership & Standards Committee. Unfortunately, due to the workload of the Quality Assessment Team, completing the feedback has been delayed. I would like to thank everyone for their patience with this delay. Those currently still waiting will receive their feedback by the 28<sup>th</sup> July 2006 at the very latest. In future, Age Concerns should receive their written feedback within a month of the Membership & Standards Committee.

I would like to clarify a few things which I hope will help you when preparing for your assessment visit:

- ◆ The assessment visit will take place in the three months following the submission of your Quality Report. So if you submit your Quality Report between June and August 2006, your assessment visit will take place between September and November 2006.
- ◆ The Assessor will contact you at the start

of this period to arrange a mutually agreeable date.

- ◆ The Assessor will confirm the date of the meeting in writing to you and they will also confirm who they want to see on the visit and the paperwork they will need to look at. This will always include your Chair and Treasurer, at least two volunteers and users and a range of staff if appropriate.
- ◆ It is very helpful for the Assessor if you are able to prepare a timetable for the visit. Please keep in mind that they will need to spend at least twenty minutes for each interview.
- ◆ Please remember that the Assessor will need to look at the paper evidence available in your AC, needing at least a couple of hours to do this.

We always ask Age Concerns for feedback after their assessment visit to help us to ensure that we are offering you a high quality service, and we welcome all of your comments.

## Employment Issues: Part Two - National Insurance and PAYE

### National Insurance Rates

Employees from age 16 until State Retirement age, currently 65 for men and 60 for women, must pay National Insurance Contributions (NICs) on earnings above a certain level, the **Earnings Threshold (ET)**. The contribution is 11 per cent of earnings as 'Class 1' NICs.

The **Lower Earnings Limit (LEL)** is the minimum level of earnings that an employee needs to qualify for benefits, such as Retirement Pension and Jobseekers Allowance. If an employee's earnings reach or exceed this level, but do not exceed the **Earnings Threshold**, they will not pay NICs but will be credited as having paid them when claiming benefit. For this reason, you must keep details of an employee's earnings at or above the LEL and report them to the Inland Revenue at the end of the year on form P14

available from HM Revenue and Customs Orderline on 0845 7646 646.

For the 2006-2007 tax year the following amounts apply:

#### Earnings Threshold

Weekly £97 Monthly £420

Annual £5,035

#### Lower Earnings Limit

Weekly £84 Monthly £364

Annual £4,368

### Pay As You Earn (PAYE)

The PAYE thresholds (the level of earnings at which tax becomes payable) are the same as the earnings thresholds for NICs.

The tax rates are:

Starting rate 10% up to £2,090

Basic rate 22%

Author: Linda George  
Group Support Worker ACEM

## Q & A

**Q** No questions were received this time.

**A** Equality & Diversity Training - We managed to get ours free from our local district council, they provided certificates of attendance and it was done by the personnel, training and development officer .

**Correction.** Answers, issue one:  
The WI Year Book is a confidential document. Your local WI may be able to contact speakers on your behalf from the details they have in the book.  
Thanks to Maxine Ind at AC Uppingham for pointing out this error.

## What makes someone volunteer?

Every individual has their own reasons for becoming a volunteer. Many of the core reasons are listed below. Looking at why someone might volunteer is a first step to understanding how more people can be recruited to help your group.

- ◆ I really want to help an organisation
- ◆ I need social contact
- ◆ I have time and need to do something
- ◆ I want to be needed/appreciated
- ◆ I want work experience
- ◆ I want to do something useful
- ◆ I want to be busy
- ◆ I want therapeutic work whilst recovering from illness
- ◆ I am unemployed and looking for paid work in the sector
- ◆ I want to meet new friends
- ◆ I want to use my experience to benefit the group

## The Queen's Award for Voluntary Service 2006



To celebrate her Golden Jubilee in 2002, the Queen announced a new annual UK National Honour to recognise and reward excellence in voluntary activities carried out by groups in the community. The Award is given in recognition of outstanding achievement by groups of two or more people who volunteer their own time to enhance and improve the quality of life and opportunity for individuals or other groups in the community. Successful groups will receive a certificate signed by The Queen and a commemorative piece of crystal for display at their main place of operation. Application forms for the 2006 awards are now available from:

[www.queensawardvoluntary.gov.uk](http://www.queensawardvoluntary.gov.uk)

## Recruiting and Keeping Volunteers - 1

- ◆ I want to give something back to the community/society
- ◆ I want to feel important/have status
- ◆ I want to do something that I find enjoyable

When recruiting volunteers it is important to look at what aspects of the work may answer some of these expectations as well as looking at the needs of the service user. A happy balance of these priorities ensures that volunteers stay and give good service.

Everyone that volunteers has a need they are hoping to fulfil through their voluntary work. It is recognising this and ensuring those expectations are fulfilled through their work with the group that will keep them motivated and committed.

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