

Newsletter for

individual employers and those who support them



September 2017



Funding for training now open

If you employ your own personal assistants (PAs) using a direct payment or your own money, you can apply for money for training for you and your staff.

If you support individual employers and PAs, please help us spread the word using this [leaflet](#). You can also [request printed copies](#) from us.

It can be used for lots of different training and qualifications including communication skills, British sign language, being a good boss and health and safety. It can also cover travel costs and the cost of hiring replacement PAs.

It's easy to apply. [Find out more](#) and download the application form and guidance. Applications close on **Wednesday 28 February 2018 at 5pm**.

Find learning and development from your local user led organisation

We've awarded 23 user led organisations funding to deliver and purchase training for individual employers and PAs during 2017-18.

[Find out](#) what training your local user led organisation's offering - if you'd like to access a particular course, contact them directly using the details on the document.

A chance to shine for individual employers: enter the Skills for Care Accolades

If you're an individual employer who's committed to the learning and development of your PAs, enter our Accolades for the chance to win this award and celebrate the great work you do.

The Accolades reward adult social care organisations and individuals who are committed to delivering high quality care by investing in the development of their staff.

This year's category for the "Best individual who employs their own care and support" is looking for people who are committed to being a great employer. It's a great opportunity to showcase the great work you and your PAs are doing, and show your team you're committed to their learning and development.

If you work with individual employers who are doing a great job, nominate them or encourage them to enter themselves.

[Find out more](#) and apply online today. Nominations close on **Thursday 21 September 2017**.

New intelligence report tells us more about the PA workforce

Our latest workforce intelligence report explores the PA workforce, and can help local authorities, direct payment support organisations and other stakeholders to improve planning and support of individual employers and PAs.

The key findings include:

- Skills for Care estimates that around 70,000 people employ their own care and support
- individual employers employed, on average, 2.1 PAs each
- the PA turnover rate reported by individual employers was 18.9% which is considerably lower than the sector-wide rate for care workers of 33.8%

– the mean hourly pay rate for PAs in England was £9.10 which is higher than the rate for care workers in the independent sector (£7.71).

[Read the full report.](#)

Personal assistance relationships: Power, ethics and emotions

Employing a PA can offer great rewards and better outcomes for disabled people who want the freedom to be in control over their support arrangements. But PA relationships are complex; without support, this can be demanding and emotionally fraught.

A study carried out by the University of East Anglia (UEA) gathered information about personal assistance relationships to better understand them. The recently launched findings aim to contribute to enabling good employment relationships.

Read the [full report](#) and [key findings](#).

As well as the research, UEA and Future Learn has developed an [online course](#) which explores the role of personal assistance, and the risks and opportunities associated with it. This course will be running in its pilot phase from the end of September 2017.

“Sleep-ins”™ ruling

You may have seen a recent employment appeals tribunal ruling that carers sleeping overnight to provide safety and reassurance, should be paid the national minimum wage for all hours.

This ruling has the potential to affect people who directly employ PAs, which could include being asked to give PAs back-pay for overnight sleep-ins.

This reinforces the importance of ensuring PAs are paid the correct wage, and that individual employers get the support they need to do this.

The Department of Health and the Department for Business Enterprise Innovation and Skills are looking into the impact of this ruling on historic liabilities (but not specifically the impact on individual employers). We’re working with Disability Rights UK and other partners to raise awareness of the implications of this ruling for individual employers with Government.

If you or someone you know has been affected by this ruling, Disability Rights UK want to hear from you - [contact them now](#).

Disability Tax Guide - updated

As an individual employer youâ€™re responsible for registering as an employer with HMRC, operating a Pay As You Earn scheme, arranging a workplace pension and paying at least the minimum wage.

Low Incomes Tax Reform Groupâ€™s [Disability Tax Guide](#) contains guidance on all of these topics and has recently been reorganised to make key information easier to find.

Updates to the information hub



Testing innovative approaches to the recruitment of PAs

Last year we funded four projects to test innovative approaches to the recruitment of PAs.

My Life run Pathways to Employment where they invite potential PAs to five sessions to learn more about the role and develop their skills. Following their success on a local level, they did a project to train others to deliver the Pathways to Employment model.

Disability Sheffield worked with Sheffield Hallam University to deliver six taught sessions about the PA role to students on relevant courses, alongside other promotional activities.

SHIP Transforming Care Partnership worked with University of Portsmouth and University of Southampton to develop promotional materials, such as videos and leaflets, to promote the PA role to students.

Nottinghamshire County Council did targeted promotional activities in rural communities and with hard to reach groups to increase the number of PAs on their directory.

You can read the case study and full reports on the â€˜PA recruitment modelsâ€™ tab on [this page](#).

Secrets of success: recruiting and retaining personal assistants

Being able to find, recruit and keep good PAs means individuals will have the right support when they need it. This research explains the â€˜secrets of successâ€™ to employing PAs.

According to nearly 1,000 individual employers, the best ways to recruit and keep good PAs are to:

- â– employ someone you know
- â– ask for recommendations from other individual employers
- â– ask for advice from support organisations such as social services
- â– be clear about your needs up front
- â– be seen as a good employer.

Read the [full report](#) and the key findings [infographic](#).

Delegation of healthcare tasks to personal assistants within personal health budgets and Integrated Personal Commissioning

PAs can support the work of an individual's wider multidisciplinary team by taking on appropriate clinical interventions usually done by registered practitioners.

This framework identifies the support needed when registered practitioners delegate healthcare tasks to PAs. It helps registered practitioners in the decision-making process involved in delegation, and support CCGs to establish clear protocols for ensuring safe and appropriate delegation to PAs.

[Download the framework.](#)

Events



Skills for Care events: integration to support individual employers and the PA workforce

We're busy putting the finishing touches to our series of events for 2017-18.

The events are for organisations that support individual employers and PAs, such as direct payment or personal health budget support, user led organisations and local authorities.

They'll focus on how organisations can work together to provide better support for individual employers and PAs.

We're hoping to launch the dates early October. Keep an eye out on the news section of the [information hub](#).

LGBT+ disabled people, self-directed social care support, PAs and support workers: new research findings

Wednesday 25 October 2017, London

[Book your place and find out more.](#)

This launch event, organised by the Social Care Institute for Excellence, will showcase the research findings and outputs from research with Disabled LGBT+ people who use self-directed social care support.

The event explores the use and experiences of using social care support by LGBT+ disabled people.

If you'd like to know more, email jonathan.williams@scie.org.uk or call 0207 766 735.

Get Yourself Active regional events

Various locations and dates

[Find out how you can get involved.](#)

This event will share learning from the Get Yourself Active project, and bring local stakeholders together to have new conversations, build new partnerships and commit to making practical changes to physical activity approaches for local disabled people.

If you're interested in getting involved email Leanne.wightman@disabilityrightsuk.org or call 0207 2508186.

Get involved

Recruiting people from under-represented groups in adult social care

We're piloting four projects that support people from under-represented groups, with the right values, to gain education, training and employment opportunities in adult social care and health. This might include military veterans, homeless people, ex-offenders, disabled people and minority groups.

We'd like individual employers and supporting organisations to share existing good practice case studies and help us develop and review any new resources.

It's a great opportunity to shape new models and resources to support the recruitment of PAs from new pools of applicants.

[Email us](#) to get involved.

Invitation to join Greater Manchester peer leadership co-production group

Greater Manchester Co-production group are looking for members with a lived experience of a person centred approach to health and social care.

They'll help deliver and shape the Greater Manchester Health and Care Partnership's programmes, including personal health budgets and broader person and community centred initiatives.

[Find out more about the group](#), and download the application form.

New Tizard Centre study about telecommunications and IT to support family carers

The Tizard Centre want to hear from family carers and professionals who support people with learning disabilities, about using telecommunication and IT to provide support to family carers about their relative's behaviour.

They'd like to know your views on the support provided by telehealth and any advantages or barriers to this.

[Read more about the study](#) and how to get involved.



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