The Annual Personal Assistant Workforce Survey

Findings from 2023

Annual PA Workforce Survey

Survey 1 – April 2022

• 912 responses

Survey 2 – April 2023

• 798 responses

Profile of Survey Respondents

2/3 aged 45+ (older than the HSC sector) 19% male (> HSC)

6% ethnic minorities (similar to HSC)

21% disabled (similar to Scotland's population)

PA Workforce

81% worked as a PA for 2+ years

69% worked with adults aged 16-65 years

23% worked with adults aged 65+

8% worked with child(ren) aged < 15 years

64% support to one employer

86% support 1–3 employers

Working Hours

7% worked more than 50 hours per week 17%
worked
<10 hours
per week

39% worked 31 hours or more per week

• 57% provide unpaid care or support

• 7% provide over 50 hours of unpaid care or support per week

Pay

Employed PAs

£11.54 p/h

Self-employed PAs

£15.07 p/h

Employment Contracts

45% hold permanent contracts

> Fixed term contracts

7% had no employment contract

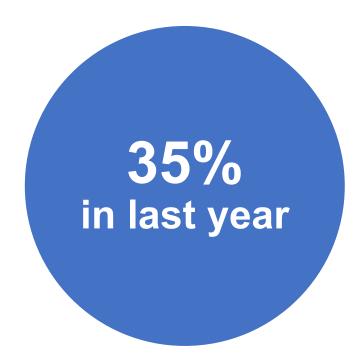
10% didn't know type

Job Satisfaction

- 86% agree or strongly agree that they love their job
- 86% said they agree or strongly agree they feel proud to be a PA
- 93% agree or strongly agree that they trust the person they assist as
 a PA and their employer trusts them

Only half (51%) agree or strongly agree that they have job security

Training



24% earlier than last year



Summary

- PAs seem to enjoy their jobs but they perhaps not yet receiving the right training and development support.
- By working to make these improvements could support the attraction of a younger workforce, development opportunities and career progression.