

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



35%
in last year

24%
earlier
than last
year

41%
No training

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.