

14 December 2023

Personal Assistant Programme Board



Training subgroup

Looking at the issue of training for Personal Assistants

Latest updates:

- Two part time workers developing a co-produced National PA Training Framework
- They are working alongside PAs, Employers, and organisations who support them
- Framework guided by a PA Employer reference group chaired by Anne-Marie
- By April 2024 they'll write a proposal to develop a national PA Training resource that can be accessed by all PAs and PA employers as they choose



Direct Payment National Agreement subgroup

Mapping the differences in Direct Payment agreements across Scotland and proposing a national agreement that can work for everyone

Latest updates:

- Co-produce a national agreement for Direct Payments for employing PAs
- Survey of 29 Local Authorities found unnecessary variation across Local Authorities
- Independent support (e.g. DPOs, SiRD, CILs, Community Brokerage) is critical for the success of the strong mutual relationship between PA Employer and PA
- Fair pay needed for PAs
- Appetite for good practice guidance and clear roles and responsibilities from LAs and DPOs



Recruitment subgroup

This subgroup is focused on PA recruitment, and work that can be done at a national level to improve this

Latest updates:

- Testing phase with My Job Scotland website, the main recruitment site for social care jobs in Scotland
- Launch in New Year the listing of PA vacancies directly on the My Jobs Scotland site
- Opportunity to gather useful data on PA vacancies across the country not currently available centrally
- 2 new PA case studies shared as part of the Scotland-wide *Care to Care* digital press and media advertising campaign to raise profile of the role



Wellbeing subgroup

This subgroup is developing a strategy to promote the wellbeing of the PA workforce

Latest updates:

- IMPACT literature review and expert group set up to baseline PA Wellbeing
- 35 PAs piloting Blue Sky Social Care discount card (easy to use/ brings useful benefits (financial and wellbeing))
- Reflective Practice Theory of Change led by Wellbeing Hub to provide and examine learning from reflective practice and peer support sessions for PAs
- Identification of PA Wellbeing resources for inclusion in PA Employers Handbook



Data subgroup

This subgroup focuses on data around Personal Assistants and is developing ways to collect data where there are gaps

Latest updates:

- PA Workforce survey 2023 and Scottish Government PA data sources report will both be published in the New Year
- PhD student based at the University of Glasgow will work on data around Personal Assistants
- The subgroup are also focusing on the development of a survey of Insurance companies and payroll providers



PA Networks subgroup

This subgroup is focused on peer support for PAs and encouraging local and national networks between PAs

Latest updates:

- Supporting the PA Network Scotland in creating 12 new roles for regional PA Network representatives across Scotland
- Exploring support of local networks
- Roadshows in the Highlands (including remote option) to generate interest in the role of being a PA
- Reach out to PAPB and SiRD members to map existing networks

