

Meeting of the PA Programme Board

Thursday 25 September, 10:00-12:00

Chairing

Becs Barker, Chair, Self Directed Support Scotland

Christina McLaren, Adult Social Care Workforce Division, Scottish Government

In attendance: Anne Marie Monaghan, Ann Marie Penman, Ashley Drennan, Chloe Roberts, Christina McLaren, Don Morrison, Donna Murray, Emma Bowen, Hazel Jack, Jane Kellock, Jeremy Adderley, Jim Elder-Woodward, Joanne McGee, Karen Procek, Linda Riley, Magali Redding, Narek Bido, Pauline Nolan, Toni Valbonesi, Toria Fraser, and Zoe McIntyre.

Apologies: Ali Upton, Beth Anderson, Charlotte Pearson, Donald Macleod, Iain Ramsay, Ian Thomson, Jack Blaik, Jenny Marshall, Jenny Whinnett, Joanne Finlay, Karen Albrow, Kelly Higgins, Louise White, Rebecca Aldridge, Sharon Stevely, and Sue Grant.

1. Welcome and introduction (BB/CM)

Narek Bido, Toni Valbonesi, Rebecca Robinson, and Magali Redding were welcomed to the meeting.

The Care Reform Act has now been passed, and the Scottish Government is working on its implementation. The National Care Service Interim Advisory Board has met twice since May. The Board is devising its work plan. Recruitment is underway for the main advisory board members, with their induction expected in early 2026. Work on Statutory Guidance for Ethical Commissioning has begun and will include a 12 week formal consultation process. Scottish Government Fair Work colleagues attended a recent Support in the Right Direction networking day.

2. Approval Minutes from last meeting and review of action points (BB)

Correction received from Jenny Whinnett who was at the last meeting but not included in meeting minutes.

3. Written Update from the Subgroups

• Training

Analysis of PA Workforce Survey data has been carried out to inform development of future training framework resources. Opportunities to link the training framework resources to the 'golden threads' of the SDS improvement plan has been explored.

• Standard 13 Action

Standard 13 now hosted on Care Inspectorate hub. Action Group agreed terms of reference. The group discussed issues like PA rates, Direct Payment agreements, and guardianship. Standard 13 Peer Space held its first meeting.

• Wellbeing

Launched PA Blue Light Card offer as part of National Wellbeing Week, in partnership with the Personal Assistant Network Scotland, Scottish Government, Social Work Scotland, and the Independent Living Group. IMPACT will be hosting a focus group for the PA Wellbeing Group as part of IMPACTs internal evaluation on the effectiveness of their delivery model and the outcomes being achieved in the PA Wellbeing project. Group members will also consider the

UK Skills for Care adult social care workforce findings and work-related quality of life report to compare with the Scotland PA Workforce Survey 2025.

- **Recruitment**

Review of data sources as relating to recruitment has commenced and will be completed alongside Data and Research subgroup. Review of the MyJobScotland page will take place in subsequent weeks.

- **Data and Research**

PA Workforce Survey report currently in draft following review of data by the subgroup. PA pay rates have been identified as a key area of interest. Meeting held with Scottish Government analyst to discuss Payroll Provider survey results.

- **PA Employment**

The implementation of key recommendations from meetings with Disclosure Scotland were shared. The importance of monitoring the impact of changes and the need for continued engagement with Disclosure Scotland was noted.

- **Communication & Information**

The process of reviewing the articles, and identifying who should be involved, within the PA Handbook has commenced. Review of the structure and purpose of subgroup underway.

Action- KP to arrange meeting of subgroup chairs to be arranged to discuss work planning.

- **PANS update**

PANS membership has risen to 1814 (from 1500). There are four new members to the PA advisory group. New benefits added to PANS membership offer. 'Road trip' events planned, starting with Dundee and Skye in October. Social media and website engagement has continued.

Action- PANS to provide details to PAPB of practical support to PAs in an equivalent manner to PAEs.

4. PA Programme Board Workplan (ZM)

Revised workplan has now been finalised and shared with the PAPB. Ongoing support to implement workplan was offered by ZM.

Action- Subgroups to review contents of workplan and identify and apply areas of workplan that are of relevance to their subgroup.

5. Impact of Cuts on Direct Payments- how the PAPB collects evidence

Some examples of cuts made to Direct Payments and their impact on PA Employers and PAs were shared.

Action- DMu to share Social Work Scotland's think piece with PAPB.

Action- PAPB members to support DMu with the gathering of evidence about the impact of cuts to Direct Payments.

- **AOCB**

No other competent business raised.