

Taking an integrated approach to personal assistant (PA) employment and support

A guide for local authorities and NHS organisations

This guide for local authorities, local NHS organisations and other stakeholders can help ensure a coordinated approach to PA employment and support in a local area. It is a practical guide to the current approach to PA employment and support in local areas, and provides a framework for developing a coordinated approach to PA employment and support.

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Introduction

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Key principles for establishing an integrated approach

Local authorities and NHS should work together to ensure that the integrated approach is funded through a combination of streams, including:

Local authorities should be enabled to commission and deliver care and support. This includes the provision of care, support and PA services for people with mental health needs, including the provision of care, support and PA services for people with mental health needs, including the provision of care, support and PA services for people with mental health needs.

Local authorities should commission and deliver care and support (including care, support and PA services) for people with mental health needs, including the provision of care, support and PA services for people with mental health needs.



Considerations for partnership working

The employment of medical students and NHS staff should be under consideration:

1

PA employment status

Let's consider how a referee can help you to determine your employment status for a PA. The main question is: are you an employee or a contractor? Where a PA is an employee, the referee should be clear about the nature of the employment. This can be explained by:

clearly stating the nature of the work, the duration of the employment, the terms and conditions of the employment, the nature of the work, the nature of the work, the nature of the work.

When you are a contractor, you should state the nature of the work, the duration of the work, the nature of the work, the nature of the work, the nature of the work.

When you are an employee, you should state the nature of the work, the duration of the work, the nature of the work, the nature of the work, the nature of the work.

When you are a contractor, you should state the nature of the work, the duration of the work, the nature of the work, the nature of the work, the nature of the work.

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When you are a contractor, you should state the nature of the work, the duration of the work, the nature of the work, the nature of the work, the nature of the work.

Why?

When you are an employee, you should state the nature of the work, the duration of the work, the nature of the work, the nature of the work, the nature of the work.

When you are a contractor, you should state the nature of the work, the duration of the work, the nature of the work, the nature of the work, the nature of the work.

Resources to help you

The employment status of PAs

This guide explains how to determine your employment status for a PA.

Am I employed or self-employed?

This guide explains how to determine if you are employed or self-employed.

HMRC employment status indicator tool

This tool helps you to determine your employment status for a PA.

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Pay rates

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Training

Where further details are available, please refer to the relevant parts of the course (a more detailed description of the further details of the PA):

Where needed, be clear, as read, or done

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Wider considerations

There are a number of wider considerations about ensuring the employee's financial stream remains the same. The source of the budget may be a PA or the employer.

An agreed approach to funding during transfer

It's not always clear what arrangements are made for funding and for care during transfer. Local authorities and NHS trusts are a good starting point for care funding. Clear arrangements are needed to ensure that the employee's care needs are met during the transfer process.

Example: a care home is being transferred to a local authority. The local authority is responsible for funding the care home during the transfer process.

Maintain consistency

There are a number of additional considerations for local authorities and CCGs when funding care during transfer. It's important to ensure that the employee's care needs are met during the transfer process.

Ensure the employee receives support (including employment) during the transfer process. If an employee is referred to a care home, it's important to ensure that the care home is suitable for the employee's needs. If a care home is not suitable, the employee should be referred to another care home. If a care home is not suitable, the employee should be referred to another care home. If a care home is not suitable, the employee should be referred to another care home.

Giving consideration to how someone might retain support from their PAs, where they can no longer act as the employer

When a care home is transferred, it's important to consider how the employee's support from their PAs will be maintained. The employee's support from their PAs should be maintained during the transfer process.

- a) The employee's support from their PAs should be maintained during the transfer process.
- b) If the care home is transferred to a family member, the employee's support from their PAs should be maintained during the transfer process.

Local authorities, CCGs and the employee should agree the funding for care during transfer. The employee's support from their PAs should be maintained during the transfer process.

Transfer of Undertakings (Protection of Employment) (TUPE)

When a care home is transferred, TUPE applies. The employee's support from their PAs should be maintained during the transfer process.

Whether TUPE applies depends on the facts of the case. The employee's support from their PAs should be maintained during the transfer process.

