

# 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 organisations can help ensure a coordinated approach to PA employment and support in a local area. It provides a practical guide to the current approach to PA employment and support in a local area, and provides a framework for developing a coordinated approach to PA employment and support in a local area.

# Contents

C\_c\_... read ... be\_ ... eac...ed ...

# Introduction

When calculating the, you had NHS r and r are used, c and r are used  
emp - and up to PA, the cancer experience of dual - emp - the

# 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 local authority and NHS budgets, and:

that the approach is based on the following principles: The approach should be based on the principle of joint commissioning of care and support. The approach should be based on the principle of joint commissioning of care, and the approach should be based on the principle of joint commissioning of care and support. The approach should be based on the principle of joint commissioning of care and support. The approach should be based on the principle of joint commissioning of care and support.

The approach should be based on the principle of joint commissioning of care and support. The approach should be based on the principle of joint commissioning of care and support. The approach should be based on the principle of joint commissioning of care and support. The approach should be based on the principle of joint commissioning of care and support.



# Considerations for partnership working

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



# 2

## Pay rates



# 3

## Training

Where under the each  
applicable. PA  
lead case (a me e be ee  
under PA):

Where lead be clear, a reed, u da







# 7

## Wider considerations

There are a number of wider considerations about ensuring the employee's financial stream remains the same during the period of funding from a PA's 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 need to be made about what is and is not funded. Some arrangements are made in advance.

Example: a care provider is due to be acquired. Transfer to a local Health Valley CCG and a transfer to a local authority is agreed in advance.

### Maintain consistency

There are a number of additional considerations for local authorities and CCGs in relation to maintaining consistency of employment.

Ensure the employee receives support (including employment) in the new arrangement as an employer as read in the previous funding arrangements. If an employer is read in as referred to by the employee, where appropriate, ensure the care provider is the same as the previous one. If a family and care provider are not the same as the previous one, make sure the employee's funding is not affected. If a funding stream is transferred, it should be broken down into a number of parts.

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

When a care provider is taken over by a new employer, it's important to consider how the employee's support will be maintained. Where possible, the employee should be able to continue to receive support from a PA's employer.

- a) ensure the employee receives support from a PA
- b) if the care provider is taken over by a family member, a transfer to a local authority is agreed in advance.

Local authorities, local authorities and CCGs should consider Transfer of Undertakings (Protection of Employment) (TUPE) regulations. You can read more about TUPE from ACAS.

### Transfer of Undertakings (Protection of Employment) (TUPE)

As a legal obligation, TUPE regulations make it a requirement for the employer to ensure that the employee's support is maintained during the transfer.

Where TUPE regulations apply, the employee's funding should be maintained.

