

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

A guide for local authorities and NHS organisations

To guide local authorities and NHS organisations on how to take an integrated approach to PA employment and support, this guide provides a framework for local authorities and NHS organisations to work together to ensure that PA employment and support is integrated with other services. The guide also provides a framework for local authorities and NHS organisations to work together to ensure that PA employment and support is integrated with other services. The guide also provides a framework for local authorities and NHS organisations to work together to ensure that PA employment and support is integrated with other services.

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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 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 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.

Local authorities should commission care and support (including care and support) for people with mental health problems, and:



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 m e b e e e
under PA):

Where lead be clear, a reed, u da se

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Redundancy

Just as a member of the area is rated for the funded budget, the PA, main and dual employment PA are funded for a clear reason; members of the funded stream, other PA, a member need cause.

In a case where the source of the budget is a 'one-off' or a read employment, the PA for a considerable time.

A redundancy is a permanent reduction in the number of staff employed in an area. It is a permanent reduction in the number of staff employed in an area. It is a permanent reduction in the number of staff employed in an area.

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A case where the source of the budget is a 'one-off' or a read employment, the PA for a considerable time.

Why?

Has a redundancy been agreed?

A departmental transfer to a PHB (reference area)

Or a clear financial need where a redundancy is a permanent reduction in the number of staff employed in an area.

Learn from others

In a number of areas, the CCG are responsible for redundancy, where a permanent reduction in the number of staff employed in an area.

The redundancy is a permanent reduction in the number of staff employed in an area.

1. The redundancy is a permanent reduction in the number of staff employed in an area.

2. Where a member of the area is rated for the funded budget, the PA, main and dual employment PA are funded for a clear reason; members of the funded stream, other PA, a member need cause.

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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 the care of the employee during transfer. Local authorities and NHS trusts are a good example of ensuring the care of the employee. Clear arrangements are required to be agreed and agreed in advance.

Example: a care home is due to be transferred to a local authority. The local authority and NHS CCG are agreed to take on the care of the employee.

Maintain consistency

There are a number of additional considerations for local authorities and CCGs to ensure that the employee's care is consistent.

Ensure the employee receives the same care (e.g. the same care and arrangements as the employer or a care home). If an employer is referred to by the local authority, it is appropriate to ensure that the care is consistent. If a care home is referred to by the local authority, it is appropriate to ensure that the care is consistent. If a care home is referred to by the local authority, it is appropriate to ensure that the care is consistent.

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 to a local authority, the employee's financial stream (from the care home) is transferred to the local authority. The local authority may be able to provide the employee with the same level of support as the care home.

- a) The employee may be able to receive support from a PA.
- b) The employee may be able to receive support from a family member, a friend or a friend of a friend.

Local authorities, local authorities and CCGs should consider the 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 result of TUPE, the employee's employment is transferred to the local authority. The local authority may be able to provide the employee with the same level of support as the care home.

Whether TUPE applies depends on the facts of the case and the care home.

