

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

A guide for local authorities and NHS organisations

To guide for local authorities, local NHS organisations and other organisations that can help ensure a coordinated approach to PA employment and support. This guide is intended to help local authorities and NHS organisations to work together to ensure a coordinated approach to PA employment and support. It is intended to help local authorities and NHS organisations to work together to ensure a coordinated approach to PA employment and support.

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# Introduction

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# Considerations for partnership working

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



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## Pay rates











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## 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 covered by the funding. Clear arrangements need to be made about what is and is not covered by the funding.

Employers can be asked to fund the employee's care during transfer. The Health Value CCG and other local authorities are able to provide funding for care during transfer.

### Maintain consistency

There are a number of additional considerations for local authorities and CCGs when funding care during transfer. It's important to maintain consistency in funding care during transfer.

Employers receive funding (or direct payments) for care during transfer. If an employer is asked to fund care during transfer, it's important to consider the impact on the employee's financial stream. If an employer is asked to fund care during transfer, it's important to consider the impact on the employee's financial stream. If an employer is asked to fund care during transfer, it's important to consider the impact on the employee's financial stream.

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

When someone can no longer act as the employer, it's important to consider how they might retain support from their PAs. This could be through a family member or a friend who can act as the employer.

- a) Consider the relationship between the employee and the family member or friend who can act as the employer.
- b) If the family member or friend is not suitable, consider other options for funding care during transfer.

Local authorities, CCGs and other funding bodies can provide funding for care during transfer. It's important to consider the impact on the employee's financial stream.

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

When an employer transfers an undertaking, TUPE applies. This means that the employee's terms and conditions of employment are protected during the transfer.

Whether TUPE applies depends on the nature of the undertaking being transferred.

