

Personal Assistant Rates Decision Making Tool

- Testimonials

What have people said about using the tool?

"Lots of Individual Employers live with impairments that require their Personal Assistants a significant amount of time to build a thorough knowledge, understanding and expertise to work intrinsically. I know my Employer has always believed we, as PAs should have financial recognition for those skills. By successfully using the PA rates decision tool, he has finally been able to gain the rate of pay he felt we deserved. In a wider context this has also proved useful when we were recruiting a new member of the team."

- Personal Assistant

"I just wanted to say a huge 'Thankyou' to all the staff involved in making it possible for me to increase my PA's wages above the minimum wage rate. I can usually increase her hourly rate of pay by a few pence each year, but never above the Government's National Living Wage, and as she is highly qualified and really dedicated this always frustrated me. I know she must feel undervalued as she's been on minimum wage through all the twelve years she's been my PA. Hearing that I can now increase her pay by almost fifty pence per hour has had a most welcome impact on both of us. I feel that I'm treating her much more fairly, ... I feel that both of us have been thought about, and treated with more respect, and afforded more dignity."

- PA Employer

"It gave me the confidence to support the client ask for a higher pay rate and provided the valid reasons why the rate was necessary."

- Care Manager

"I was present at the DST and did a Conversation 3. It was then very easy to match the information provided with the domains in the tool. The tool was filled in by the person and his family and we both agreed that it matched the responsibilities required by the PAs to meet his needs enhance his self-worth and wellbeing."

- Social Worker