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## **ACTIVITY 4.7 RISKS AND BENEFITS OF EMPLOYING A PERSONAL ASSISTANT: POSSIBLE RESPONSES**

*Revised and edited by Jean Gordon*

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## KG097

### Foundations for self-directed support in Scotland

#### Section 4: Personalisation and risk

##### Activity 4.7 Benefits and risks of employing a personal assistant

Try to identify some of the risks and benefits for someone who chooses to employ their own personal assistant. Use the table below to record your thoughts.

<b>Risks</b>	<b>Benefits</b>
Of gaps in support if it is difficult to organise cover for PA holidays, sickness, etc	The supported person can employ PA(s) they feel comfortable with (e.g. are of a similar age) and with whom they have interests in common (and perhaps gain new interests too)
Of poor care and support, or even neglect e.g. if the PA is insufficiently well trained, supported or supervised	Flexibility about when care and support is provided to suit the supported person's lifestyle and daily routines.
Of suddenly losing a valued service if a PA hands his or her notice in	Care and support can be directly negotiated with PA(s) so that it is offered in ways that work for the individual.
That the supported person's voice is not heard, or that the PA feels torn between sometimes conflicting needs and wishes of service users and family members	More tailored support may allow more discussion of risk of harm, and help to establish ways of providing support that offer opportunities for life enhancing opportunities as well as responding effectively to risk of harm.