



# Self-directed Support Standard 13

## When direct payments are used to employ Personal Assistants (PAs)



## Easy Read



## About this document



This is an Easy Read information document about new guidance called Self-directed Support Standard 13.

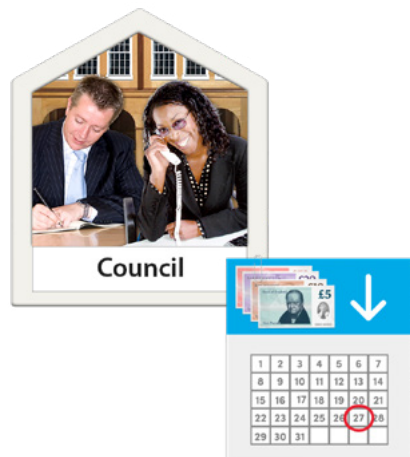


The information was written by **Social Work Scotland** with help from lots of people interested in **Self-directed Support** including people from the Personal Assistant Programme Board.



**Self-directed Support** is when people choose how their support is organised.

There are 4 ways or 'options' to do this.



**Direct payments** are option 1 of Self-directed support.

In this document, **direct payments** mean money paid by a local council to a person.

The person can then pay for the support they want.



This includes employing Personal Assistants.



**Employ** means to choose someone to work for you and pay them a wage.

**Personal Assistants** are staff who are paid to help someone live independently and take part in community life.

## About Standard 13



There are 12 Self-directed Support Standards.

These are 12 important things that local councils will work on to make all the options of Self-directed Support better.



You can read about the 12 Self-directed Support Standards in this [Easy Read document](#).

# 13



Standard 13 has been added now.

Standard 13 is more guidance to help make option 1 better for when people employ Personal Assistants.



The **Standards** mean that wherever in Scotland someone lives, you should be offered good support.



Standard 13 says:

- what people who employ Personal Assistants should get – this is called a **Standard Descriptor**
- what staff, systems and organisations will do – this is called a **Practice Statement**



## Standard 13 – when direct payments are used to employ Personal Assistants



People who employ Personal Assistants should get from Standard 13:

- a payment of money from their local council called a direct payment
- the ability to use their direct payment to buy what helps to meet their **outcomes** – what they want to happen
- control over their support and independent living







Following Standard 13 means that the local council:

- gives you enough money to employ your own Personal Assistants
- supports you to be a good employer
- helps you to understand your responsibilities in being a good employer
- gives you helpful information about local people who can help you



Following Standard 13 means that independent support organisations:

- give you information about being an employer
- give you help to recruit Personal Assistants
- help you with your responsibilities in employing Personal Assistants





Becoming an employer means you have **responsibilities** – things you have to deal with.

In this document the **responsibilities** mean things like:

- finding people to be your Personal Assistant
- explaining what you want the Personal Assistant to do for you
- helping your Personal Assistant to get the training they need
- paying your Personal Assistant including holiday and sick pay



Direct payments can be offered to anyone who needs them, however small or big their support needs are.



Getting a direct payment means it is easier for a person to get their right to live as independently as possible.



The **United Nations** is an organisation that works with countries to keep peace and security across the world.



The right to live independently is in the **United Nations Convention** on the rights of people with disabilities.



A **convention** is an agreement that means countries will protect **human rights** in the same way for everyone.



**Human rights** are the basic rights and freedoms that belong to every person in the world.

They make sure we are treated fairly and with dignity.

## More information



If you want to know more about Standard 13 you can email us at:

[sds.team@socialworkscotland.org](mailto:sds.team@socialworkscotland.org)



If you want to know more about being a Personal Assistant employer, look online at:

<https://handbook.scot/the-pa-employer-handbook/>



If you want to know more about independent support organisations, look online at: <https://www.sdsscotland.org.uk/>



## **Self-directed Support Team**

Social Work Scotland

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[socialworkscotland.org](https://socialworkscotland.org)

[sds.team@socialworkscotland.org](mailto:sds.team@socialworkscotland.org)