

## PA Pay Scales 23/24

<p><b><u>Non-Complex PA Rate 1</u></b>  The Non-Complex PA Rate 1 will be applied to care package with no delegated healthcare tasks.  <b>Example:</b>  Maintaining safety when cannot be left alone, managing falls, Personal Care, nutritional support, continence care, prompting medications etc</p>	<p>£10.42</p>
<p><b><u>Non-Complex Senior-Supervisory-Team Leader PA Rate:</u></b>  *The Senior-Supervisory-Team Leader PA Rate will be considered if;  *The team of carers consists of 4 or more Pas  *The client suggests they would benefit from having one PA to undertake additional duties &amp; responsibilities and to assume a more senior, supervisory, team leader role –  <b>Example: Rota's, updating care plans, collating charts (food, fluid, seizure etc).</b>  *The additional roles &amp; responsibilities would need to be quantified and included with the PA's Job Description.  <b>Please note the Enhanced rate will be on the Team Leader hours only</b></p>	<p>£11.49</p>
<p><b><u>Complex PA Rate 1</u></b>  The PA is undertaking full responsibility for delegated healthcare tasks  <b>Example Tasks:</b>  PEG Care (Feed, Medications, Fluids), Problematic Catheter Care (Bladder Washouts), Enemas/Suppositories, Simple Wound Dressings, PRN Medication (Buccal Midazolam etc – Follow Protocol), Cough Assist (Electronic), Passive Movements and Stretches, Oxygen Therapy, CPAP, BIPAP, Management of Behaviours (De-escalation Techniques/Distraction for challenging behaviours), Socialisation (Accessing the community).</p>	<p>£11.83</p>
<p><b><u>The Senior-Supervisory-Team Leader PA Rate will be considered if;</u></b>  *The team of carers consists of 4 or more Pas  *The client suggests they would benefit from having one PA to undertake additional duties &amp; responsibilities and to assume a more senior, supervisory, team leader role –  <b>Example: Rota's, updating care plans, collating charts (food, fluid, seizure etc).</b>  *The additional roles &amp; responsibilities would need to be quantified and included with the PA's Job Description.  <b>Please note the Enhanced rate will be on the Team Leader hours only</b></p>	<p>£12.30</p>

<p><b><u>Complex / PA Rate 2</u></b>  <b><u>The Complex PA Rate 2 will be considered if;</u></b>  *The PAs are undertaking the full responsibility for delegated healthcare tasks on a complex care package  *The assessing clinician, only after care needs assessment, will advise if this rate is applicable.  <b>Example Tasks:</b>  Chest Physio, LVR Bag, Suction, Tracheostomy Care, Manual Cough Assist, Bowel Management (Manual Evacuation), Insulin Titration and administration, Management of Autonomic Dysreflexia, MAPP (Restraint), PRN Anti-psychotic Meds (Lorazepam etc).</p>	<p>£12.66</p>
<p><b><u>Combined complex PA Rate 2/ Senior-Team Leader Rate</u></b>  <b>Example Tasks:</b>  Central Line Management (Portacath), Airway Management (Ambuibag when off ventilator).</p>	<p>£13.13</p>
<p><b><u>Live in Rate</u></b></p>	<p>£842.40 PER WEEK</p>
<p><b><u>Living Rate Foundation base PA Rate</u></b> - NLW will be applied to care package with sleeping nights</p>	<p>£10.42</p>
<p><b><u>Sleeping Night Rate</u></b> (PA Only able to be woken twice otherwise would become a wake night).  <b>National minimum wage as per April 2023</b></p>	<p>£10.42 – National minimum wage  £10.18 – 21-22 years old.  £7.49 – 18-20 years old.  £5.28 – 16-17 years old.</p>
<p><b><u>Clients with LA PA Rates</u></b></p>	<p>Historic rates can be variable &amp; can be higher than the above without any clear rationale for why.  These rates need to be honoured when they are transferred over from Local authority DP to Continuing Healthcare DP. If not honoured, 3 months' notice will have to be given to the PA's. Likelihood of PA's agreeing to this is unlikely, so risk of losing staff and complaints is high.</p>
<p><b><u>Bank Holidays</u></b></p>	<p>Bank holidays are paid at time and half, assessed on a case-by-case basis – nurses would need to use their clinical judgement if appropriate.</p>