



Direct Payments Factsheet – Keeping Safe

You may be thinking about employing your own Personal Assistant (PA). It is important to take certain steps to try and make sure that there isn't any threat to you from other people who may harm you.

We believe that it would be better for you to have help and advice from ACAS:

<http://www.acas.org.uk/advice>

ACAS Helpline: on 0300 123 1100.

Alternatively, contact your insurance provider if you decide to look at employing your own staff. This service is free to you. They will give you all the advice you need at each stage of employing your own staff.

We strongly advise you to undertake a criminal records check known as a DBS check on the person you want to employ. We ask that you think about this a lot when you employ your own staff. **The fee for this is paid for you by the council.**

To find a DBS umbrella body company, please go to:

<https://www.gov.uk/find-dbs-umbrella-body>

There are a number of important things we would ask you to think about to keep yourself safe when you advertise and meet possible staff to see if they are suitable.

Follow this process to keep yourself safe:

1. Do not put your home address, telephone number or details about yourself on the job advert. You could ask the Job Centre to advertise for you.
2. The Job Centre have their own process which will help you to stay safe or you can perhaps use a mailbox number.
3. Make sure you ask for two written Job References from the people you interview and follow them up.
4. When you interview people do it away from your home address if you can and have someone with you to support you.
5. You must comply with employment legislation and the council strongly advises you have support to do this.
6. When the Personal Assistant first starts working with you it is advised that you arrange for a friend, parent or someone you trust to support you at the same time.

If you choose to use an agency the law says that care agencies must be registered with the Care Quality Commission (CQC). Please discuss this with your social worker who will advise you how to do this. The council strongly advises that you only use an agency that is registered. To check for CQC registered providers, please go to:

<https://www.cqc.org.uk/>