



PERSONAL ASSISTANCE SERVICES

Promoting the right of Disabled people to
live independently since 1989

Charity Registration No: 802198

The language



PERSONAL ASSISTANCE: The assistance provided to a Disabled person

PERSONAL ASSISTANT (PA): Those who provide assistance to Disabled people

PA USER (PAU): The Disabled people who use personal assistance



“Disabled people have an inalienable right to independent living.”

Dave W Morris
Founding Director, ILA

Independent Living Alternatives (ILA) empowers Disabled people to live independently by providing user-directed personal assistance which is led and controlled by Disabled people.

ILA is not a traditional domiciliary care provider and does not work with people who are ill. ILA focuses on autonomy: we work with individuals who need physical and practical assistance in daily life, enabling them to make their own lifestyle choices.

Challenge the LANGUAGE Change the STEREOTYPE

Decisions that most adults can make, such as when to go to bed or take a bath are often denied to disabled people.

Disabled people often face restrictions that treat them as less capable, effectively reducing them to second-class citizens.

ILA PA Users have a strong belief in their own rights and self-acceptance.

**Many issues faced by Disabled people are socially constructed
and can be removed with the appropriate support**



Working together



Ms Smith needs assistance to get up in the morning and she needs someone to drive her to work meetings. During the night, she needs someone to help her change her sleeping position.

Mr Jones is often seen as stupid because he has a speech impairment: he is studying for a degree in sociology. He needs someone to push his wheelchair and take notes at university.

Mx Khan requires workplace support with making documents accessible and navigating databases. It's a bonus if the PA enjoys shopping, as they often finish the day with some retail therapy.

“Working for ILA has given me an understanding of the problems faced by Disabled people.” **Jay, PA**



ILA welcomes PAs discussing issues and making suggestions on what we can do better

"Helping someone go to the toilet is one of society's strongest taboos, but like all the other things, I quickly got used to it."

Sam, PA



What PAs say



"I've used ILA for 16 years and because I can direct the PAs to do everything I set out to do in the day.

I think ILA is very user friendly; everyone needs different things: we are not all the same, if we were we'd be boring!"

Chris, PA User

"Things are going really well. I'm finding care is not a burden at all, making my life so much easier.

Its really changed how I see myself and my need for care and how I interact with having a PA!"

Ash, PA User

What PA Users say

What does a PA do?

A PA's role is to follow the instructions and direction of the PA User



Providing personal care, such as:

- going to the toilet
- having a bath
- dressing and undressing
- repositioning to a comfortable position

Providing practical support, such as;

- cooking meals and making drinks
- housework
- accompanying a PA User to a meeting
- shopping

Working as an ILA PA

Every placement is unique. A PA becomes part of someone's life in an atmosphere of equality; not as a "carer" or "facilitator" both should be treated with respect and the importance of communication is paramount.

A PA must:

- understand the PA role
- communicate clearly
- use initiative appropriately
- be reliable and punctual
- be open to relevant training
- maintain confidentiality
- be empathetic with the disability rights movement

No experience or qualifications are necessary, just common sense and a willingness to learn.

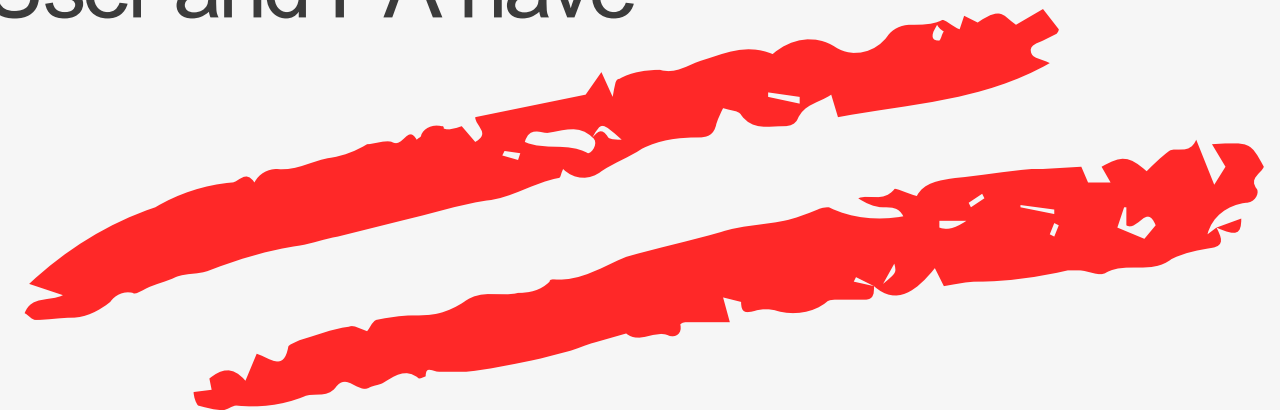


Benefits of working as a PA

- **Flexible hours:** hours vary from a few hours each week to being a live-in PA
- **Positions available:** you choose where you want to work
- **Salary:** each placement clearly states the pay plus holiday and pension contributions; overtime is available
- **DBS:** ILA will pay for your DBS and put it on the DBS update service for free
- **Make a difference:** empower someone to live a life of their choice
- **Supportive community:** we support our PAs and are always at the end of the phone to assist with any issues
- **Free training:** complete your Care Certificate and First Aid training, we will send you your certificates and pay you to train
- **Employee assistance program:** a confidential service that supports our PAs with practical, financial and emotional challenges
- **Bright exchange:** the online marketplace that gives you access to hundreds of special offers

How do you apply to be an ILA PA?

- **Complete an application form:** See the QR code to download
- **Informal online interview:** This is an opportunity for you to find out more about ILA and ask questions
- **Provide paperwork including references:** This is an essential part of the application process
- **PA Users:** Reply to a job alert and your PA profile is passed to the PA User who decides if they want to interview you and arrange a trial shift
- **Placement:** An offer of a placement is made when both the PA User and PA have confirmed they are happy to work together



Get in touch with us



Tracey Jannaway: Director

Stepanka Bulirova: PA Services Coordinator

Laura Basrawy: Recruitment Officer

Syed Shah: PA Officer

Melissa Turner: Out of Office Emergency Contact

Independent Living Alternatives

Solar House, 915 High Road, London N12 8QJ

020 8343 6084 www.ILAnet.co.uk recruitment@ILAnet.co.uk

