

Picking Your Pathway



Consultation Event Report Nottingham, 2 July 2008

Picking your Pathway consultation event: Nottingham on 2nd July 2008

25 people attended the consultation. 2 were carers for a person with a Learning Disability, 10 were PA users and 13 were PAs.

Feedback from Exercises

Skills, Knowledge and approaches

The four groups were given cards with the following skills, approaches or knowledge and asked to say whether they were important, very important or most important.

	Important	Very Important	Most Important	Not important
Treating me with respect	0	4	13	0
Confidentiality	0	3	15	0
Honesty	1	1	13	0
Budgeting skills	4	2	2	1
Can help meet my cultural needs	8	3	0	0
How to look after my health	2	7	4	0
Good at support with continence	5	6	3	0
Cheerful	9	4	0	0
Good sense of humour	2	7	7	0
Friendly	5	3	7	0
A good cook	7	1	0	5
Good at communicating	1	10	5	0
Good at listening	1	5	8	0
First Aid skills	8	6	1	0
Good at record keeping	3	6	0	3
Understands the social model of disability	5	6	5	0
Moving and handling skills	3	5	3	2
Knowing my likes and dislikes	3	5	6	0
Good knowledge of community facilities	11	2	1	0
Knowing how to protect me from abuse	2	4	7	0
Nursing skills	5	3	1	5

Most Important

‘Confidentiality’ (15) is top of most of the attendees priorities, with ‘treating me with respect’ (13) and ‘honesty’ (13) a clear 2nd. ‘Good at listening’ (8) comes the next highest. None of the group felt that ‘Can help meet my cultural needs’ was a high priority but this may be because none of the attendees came from minority or ethnic groups. ‘A good cook’ and ‘Good at keeping records’ did not receive any votes as ‘most important’ and neither did ‘Cheerful’.

Very Important

High on the list is ‘Good at Communicating’. ‘Good sense of humour’ is also very high on the agenda – although it does not seem so at first glance because it is split equally between ‘Most important’ and ‘Very important’.

Not Important

1 group also rated some as ‘not important’ but as the other 3 groups did not, the data for ‘not important’ is not a true picture overall.

1 group made a list of which skills needed training and/or instruction as follows:

Training	Instruction	Training and Instruction
Understanding the social model of disability of disability	Friendly – needs boundary rules	Moving and handling
Continence support	Confidentiality (need ground rules and consequences covered in contract)	Record keeping
First Aid	Likes and dislikes - personal	Cooking
Budgeting	Listening	Basic hygiene
Looking after your health (Knowledge of physical/mental conditions)	Looking after your health (own personal circumstances)	

Training	Instruction	Training and Instruction
Good at communication skills (for PA). Appraisal skills (for employer)	Cultural needs	
Respect – Disability equality – also needs to know legislation Dignity in care training needs		
Protect from abuse – protecting/advocating for rights	Protect from abuse – protecting from PAs!	

This group agreed that Nursing skills were not part of the PA role.

1 group made the point that ‘Building up a good working relationship’ is more important than training and that it is important to have the right personalities and chemistry between 2 people. Reliability was also noted as being essential.

Other Comments that should be noted:

Flexibility on both sides in terms of hours of work/tasks was mentioned.

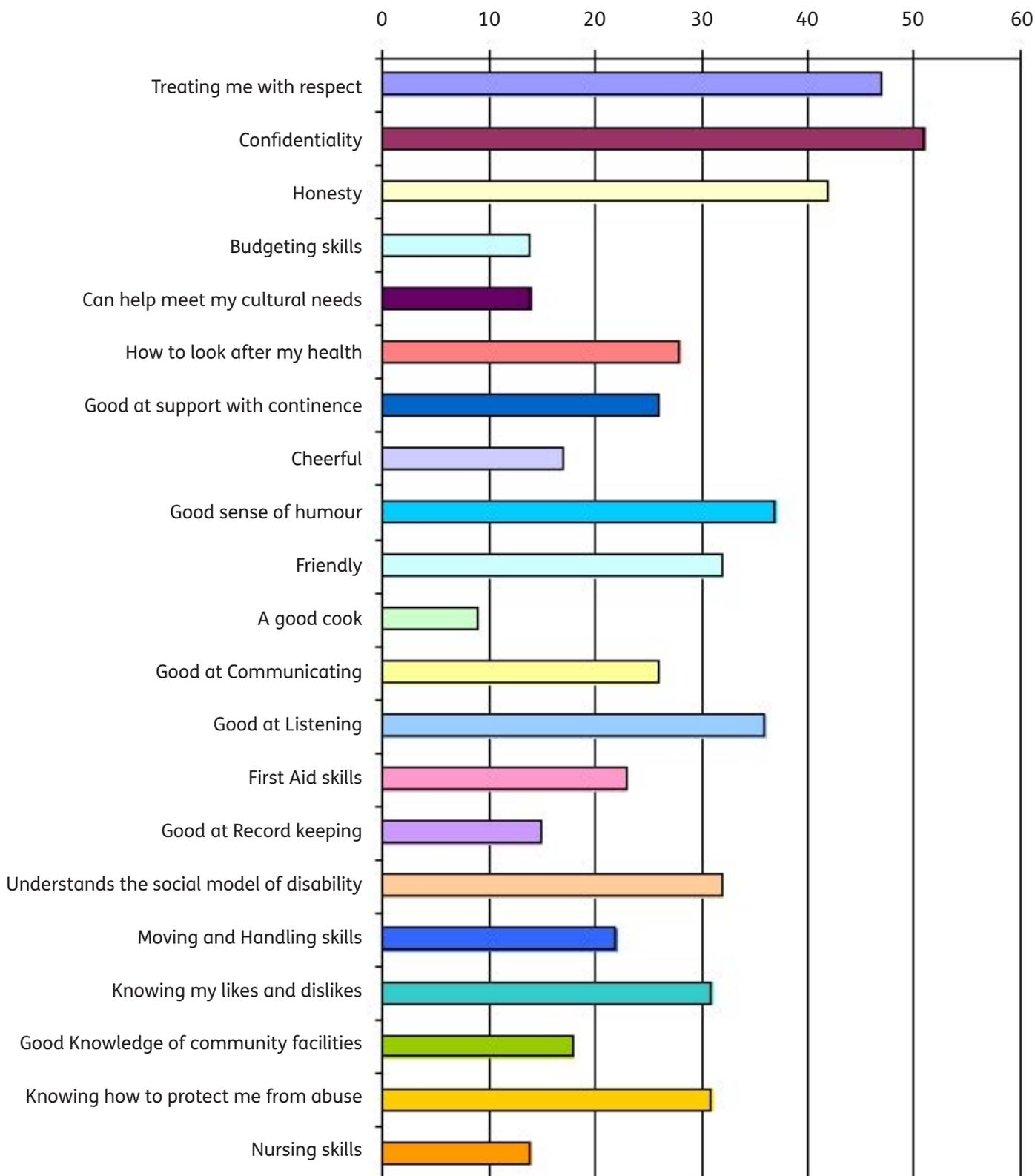
Transferable skills eg NVQ training was important and funding towards training was needed.

Information on the availability of training /funding needs to be made more easily available.

Service users need training on employment.

Picking Your Pathway: Nottingham Event

If we gave points for each category – Most important = 3 points, Very important = 2 points and Important = 1 point the picture is slightly different.



Essential Training

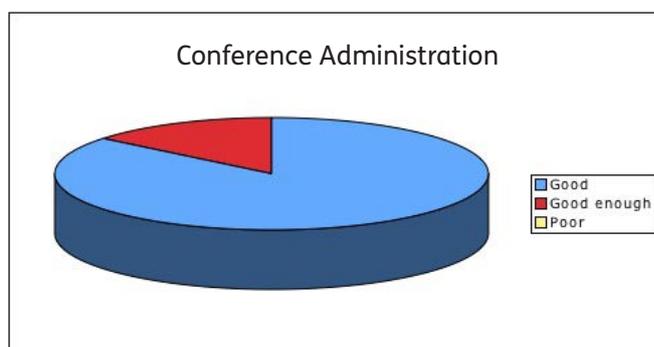
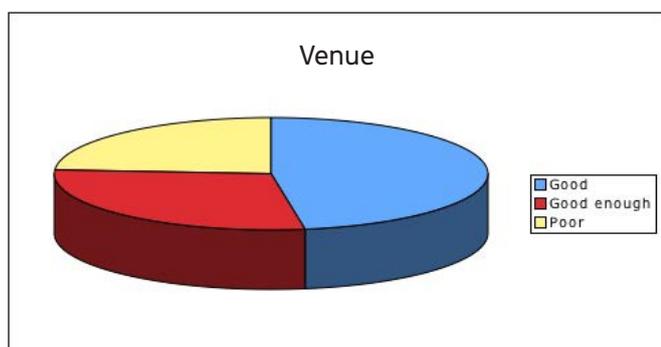
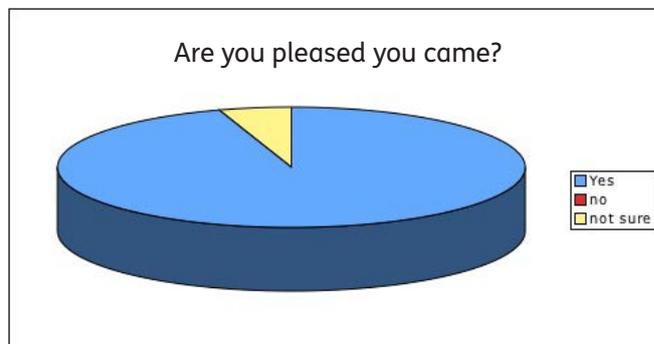
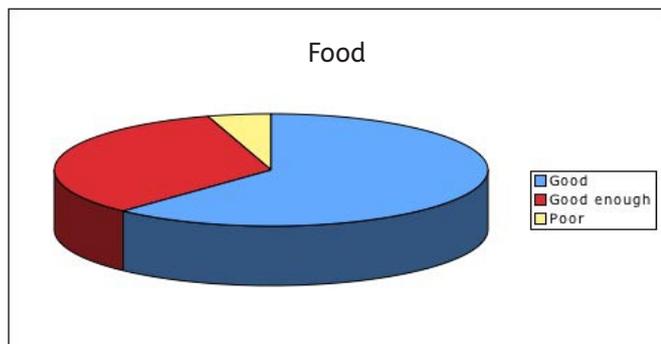
The groups were asked to:

Consider the essential training needs for PAs on the prepared cards and complete blank cards for any that are missing. Form the cards into a diamond shape, with the most important at the top and the 2nd highest priority below etc. Some groups thought that more than one category was the most important and so the diamond shape did not always evolve. We took the top 3 tiers from each group and gave them points. Tier 1 =3 points, tier 2 = 2 points and tier 3 = 1 point. In addition to the prepared cards 1 group completed a blank card with 'Mental Health Training' as a desired training category.



Evaluation of the event and comments

22 evaluation forms were completed and returned.



Comments

Best Bits: Discussing PAs qualities and Training; Meeting other PAs; People taking part in discussions; All; Meeting other individuals and hearing different opinions; Meeting other PAs and service users, Learning a little more about my position ie the difference between training and instruction; Talking with other users - discussing priorities; Sharing ideas in groups; Didn't want to come but was glad I did; Meeting other PAs and listening to everyone's views; Meeting others and listening to different points of view - thought provoking; Group Discussions; Discussions in groups; Contact and views of other service users and PAs; The involvement.

Bits that should have been left out: None; Table discussion needed facilitation - care needs very different - not sure what was required; None; Picture cards; None.

Should have included: Workshops; Puddings; Views of PAs should have been listened to more but given little chance to say anything; More discussion about people getting the right support and not having to beg for it; The view and picture of providing future services due to SDS and the possible impact it will have with PAs.

Comments about the event: Thank you for making information in Braille and the loop system worked well. It would have been helpful if people spoke one at a time - it got rather noisy; First meeting I've been to. Glad I came. Very Informative; I have enjoyed today and found it informative and useful; Very interesting afternoon - worth coming; Mostly what comes over is the huge variety of needs of PAs and PA users - different in almost every situation; The venue not ideal, acoustics poor, floor very noisy. Difficult to hear some people; Difficult to find; Room not very acceptable/ not sure (event) applicable to our situation; Not clear what day was about at beginning or at end. Confusing.

Is there anything ARC or ILA can help with? (Training, information, advice)
Training info and where to get funding; I would like more information on courses and training that is available to myself in my area; Information about where to get more training ie first aid, food hygiene as these only last for a short time; Get information for PAs and PA users on website and enable them to keep it up themselves – FREE; Would like a copy of the summary of all the events as a reminder/refresher; Training eg where to get it from.