

DOKUMENT TA' KONSULTAZZJONI PUBBLIKA

Ir-Riforma tal-Assistenza Personali

Inqiegħdu l-pedament għal sistema ta' Baġits Personali
għall-persuni b'diżabilità

PUBLIC CONSULTATION DOCUMENT

Personal Assistance Reform

Laying the foundation for a Personal Budgets system
for persons with disabilities



inklużjoni

Dokument ta' Konsultazzjoni Pubblika

Ir-Riforma tal-Assistenza Personalni

Inqiegħdu l-pedament għal sistema ta' Baġits Personalni għall-persuni b'diżabilità

Pubblikat minn Aġenzija Saport, Malta, 2023

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Easy to read version:

Commission for the Rights of Persons with Disability

Kontenut

Ir-Riforma tal-Assistenza Personali

Inqiegħdu l-pedament għal sistema ta' Bagħiċċi Personali għall-persuni b'dizabilità

Daħla – Onor. Julia Farrugia Portelli

Ministru għall-Inkluzjoni, il-Volontarjat u d-Drittijiet tal-Konsumatur

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Ir-Riforma tal-Assistenza Personali

Inqiegħdu l-pedament għal sistema ta' Baġits Personali
għall-persuni b'diżabilità

Daħla

Onor. Julia Farrugia Portelli

Ministru ghall-Inkluzjoni, il-Volontarjat u d-Drittijiet tal-Konsumatur

Malta ratifikat il-Konvenzjoni tan-Nazzjonijiet Uniti dwar id-Drittijiet ta' Persuni b'Diżabilità (UNCRPD) fl-2012, u fl-2021 din ġiet adottata fil-liġi Malta. Minn dak iż-żmien 'l hawn, il-gvern Malti lahaq sensiela ta' stadji importanti, fosthom it-tnedija u l-implementazzjoni tal-Istrateġja Nazzjonali għal Malta dwar id-Drittijiet ta' Persuni b'Diżabilità 2021-2030 – *Libertà li Tgħix*, l-adozzjoni tal-Lingwa tas-Sinjal Maltija bħala lingwa ufficjali f'Malta, l-adozzjoni tal-Att dwar l-Empowerment tal-Persuni fuq il-Firxa Wiesgħa ta' Awtiżmu, u t-twaqqif tad-Direttorat għall-Affarijiet dwar id-Diżabilità. Malta hi wkoll wieħed mill-ewwel pajjiżi li qed jirriforma s-servizz ta' Assistenza Personali skont il-principji tal-UNCRPD. It-thejjija ta' riforma tal-Assistenza Personali marbuta ma' strategija għall-Baġits Personali hija miżura tal-manifest elettorali li l-partijiet interessati lokali qiegħdin jaħdumu bi ħrara u b'mod kollettiv biex jimplimentaw - it-triq 'il-quddiem biex jiġi żgurat li l-persuni b'diżabilità jkunu jistgħu jeżerċitaw id-drittijiet tagħhom u li tissaħħaħ il-pożizzjoni tagħhom biex jagħmlu dan.

Inbdew konsultazzjonijiet bl-involviment ta' persuni b'diżabilità, l-organizzazzjonijiet tas-soċjetà civili lokali u barranin, u l-eserti ewlenin, fost partijiet interessati oħra, biex jiġi żgurat li dawn ikunu ta' pedament sod għal din ir-riforma, li se tagħtina l-possibilità nimplimentaw skema ta' Assistenza Personali li tkun konformi mal-Artikolu 19 tal-UNCRPD – L-Għajxien Indipendenti u l-Inkluzjoni fil-Komunità.

Skema ta' Assistenza Personali hija meħtieġa peress li din tagħti lill-persuni b'diżabilità l-ghodod u r-riżorsi xierqa li jsaħħu l-pożizzjoni tagħhom sabiex ikunu jistgħu jgħixu b'mod indipendenti fil-komunità. Din tkompli tibni wkoll fuq l-impenn tagħna biex intejbu kontinwament is-servizzi filwaqt li niżviluppaw oħrajn ġoddha skont l-istandardi internazzjonali, il-bżonnijiet personali, u d-drittijiet tal-persuna.

Dan il-qafas li qed jiġi propost għandu l-għan li jippromwovi aktar koproduzzjoni. Huwa bbażat fuq il-kuncett tal-awtonomija għall-persuni b'diżabilità li, permezz ta' skema strutturata sew ta' Baġits Personali, se jkunu jistgħu jqabbd u s-servizzi ta' assistent personali abbażi tal-preferenzi u l-bżonnijiet individwali tagħhom. Dan se jikkumplimenta l-firxa wiesgħa ta' servizzi ċċentrat fuq il-persuna digħi stabbiliti. Se jagħti wkoll lill-persuni b'diżabilità l-ghażla u l-kontroll fuq kif jistgħu jużaw dawn is-servizzi u l-ghodod għal inkluzjoni aktar effettiva fil-hajja fil-komunità, u jaċċessaw opportunitajiet ugħalli – dak li verament hu għajxien indipendenti.

Aħna konxji bis-shiħ tal-ispejjeż vasti li jiffaċċjaw il-persuni b'diżabilità u għalhekk, dawn il-provedimenti jiggħarantixxu l-aċċess tagħhom għal dawn is-servizzi bżonnjużi biex tiġi żgurata l-inkluzjoni fil-komunità u l-ekwità. Aħna impenjati wkoll li niżguraw l-allokazzjoni u l-użu xierqa u ġusti ta' dawn ir-riżorsi. Din ir-riforma se tiżgura wkoll li l-Baġits Personali mhux biss jiġu stabbiliti, iżda riveduti u aġġornati wkoll skont il-bżonn fuq bażi annwali filwaqt li jiġi żgurat monitoraġġ effettiv biex jitnaqqas l-abbuż. Din l-istrateġja tinkludi wkoll l-involviment ta' forza tax-xogħol kwalifikata u responsabbli li se tiġi mħarrja u mgħammra kif xieraq biex tkun tista' tipprovd dawn is-servizzi. Hi tiddeksri wkoll ir-responsabbiltajiet tal-assistenti personali li jiżguraw il-forniment effettiv tas-servizz lill-persuni b'diżabilità.

Din l-istrateġja ta' riforma għandha l-għan li tipproteġi u tappoġġa l-awtonomija u l-bżonnijiet tal-persuna, filwaqt li twitti t-triq 'il-quddiem għall-partijiet interessati u l-fornituri tas-servizzi kollha fis-settur tad-diżabilità biex dawn jinxu b'mod kollettiv lejn l-iżvilupp ta' servizzi bbażati fil-komunità f'konformità mal-mudell ta' deistituzzjonalizzazzjoni.

Inħeġġiġkom tanalizzaw din l-istrateġja ta' riforma proposta, flimkien mal-principji gwida u l-pjan ta' implementazzjoni tagħha, u tkunu parteċipanti attivi billi tagħtu r-rispons tagħkom dwar din il-proposta.

Daħla

Oliver Scicluna

Kap Eżekuttiv, Aġenzija Sapport

Il-Moviment għad-Drittijiet tal-Persuni b'Diżabilità żamm b'mod konsistenti pozizzjoni influenti fit-tfassil tal-aġenda globali dwar id-drittijiet tal-persuni b'diżabilità. L-introduzzjoni tal-Konvenzjoni tan-Nazzjonijiet Uniti dwar id-Drittijiet ta' Persuni b'Diżabilità (UNCRPD) fl-2006 hija eżempju ta' din l-influwenza. Il-Moviment kompla jagħmel pressjoni fuq l-Istati li ffirraw u rratifikaw il-Konvenzjoni, filwaqt li ħeġġiġhom jimplimentaw l-Artikoli stipulati permezz tas-superviżjoni tal-Kumitat tal-UNCRPD.

Matul dawn l-aħħar snin, id-diskussionijiet fi ħdan il-fora relatati mad-diżabilità kienu ċċentrat fuq id-deiġituzzjonalizzazzjoni, il-Baġits Personali, u l-Assistenza Personali. Fl-2012, Aġenzija Sapport waqqfet l-Iskema tal-Għajnejn Indipendent fil-Komunità (Independent Community Living). Din l-inizjattiva tat lill-individwi b'diżabilità li kellhom bżonn is-sapport minn assistent personali l-opportunità li japplikaw ghall-iskema u jirċievu sussidji finanzjarji biex jimpiegaw assistent personali. Fl-istess ħin, Aġenzija Sapport introduċiet is-Servizzi fil-Komunità. F'dan is-servizz, is-support workers mill-Aġenzija bdew iżżuru lill-individwi b'diżabilità fid-djar tagħhom biex jagħtuhom assistenza fizika fix-xogħlijiet ta' kuljum, kemm fid-dar u kif ukoll barra mid-dar. Iż-żewġ kuncetti jenfasizzaw l-importanza tal-għajxien indipendent u l-bżonn li tiġi ffaċilitata l-inklużjoni tal-persuni b'diżabilità fil-komunità.

Il-gvern impenja ruħu li jtejjeb is-servizzi fil-komunità għall-persuni b'diżabilità, bil-għan li aktar individwi jkunu jistgħu jgħixu fil-komunità u jilħqu l-aspirazzjoni tagħhom. Aġenzija Sapport ingħatat il-kompli li tirriforma l-Iskema tal-Independent Community Living fi Skema tal-Assistenza Personali, f'allinjament mal-Artikolu 19 tal-UNCRPD. L-Aġenzija ġiet allokata wkoll aktar fondi għall-provediment ta' din l-iskema.

F'dawn l-aħħar xħur, Aġenzija Sapport kienet involuta f'konsultazzjonijiet mad-Direttorat għall-Affarijiet dwar id-Diżabilità (DDI), mal-Kummissjoni għad-Drittijiet ta' Persuni b'Diżabilità (CRPD), mal-Federazzjoni Maltija tal-Organizzazzjonijiet għall-Persuni b'Diżabilità (MFOPD), mal-impiegati tal-Aġenzija, mal-Bord tal-Independent Community Living, man-Network Ewropew dwar l-Ġħajxien Indipendent (ENIL), u, l-aktar importanti, mal-persuni b'diżabilità stess. Dawn il-konsultazzjonijiet tefgħu dawl fuq l-isfidi fis-sistema attwali, l-ostakli li jirriżultaw mis-suq tax-xogħol li jiprovd i-l-assistenti personali, u l-kuncetti innovativi li jistgħu jsaħħu din l-iskema fundamentali. Kienet rikonoxxuta l-importanza li l-Baġits Personali jiġi inkorporati f'din ir-riforma, peress li din toffri strutturi ta' sapport addizzjonali għall-individwi b'diżabilità u b'hekk tiffaċċila stil ta' ħajja aktar indipendent fil-komunità.

Is-suċċess ta' din ir-riforma jiddeppendi mill-kollaborazzjoni ma' diversi partijiet interessati waqt l-implementazzjoni. Ma jikkonċernax biss l-ghoti ta' sussidji u l-identifikazzjoni ta' persunal xieraq bħala assistenti personali; jinvvoli t-trasformazzjoni tal-intenzonijiet f'azzjonijiet u l-inkorporazzjoni b'mod ġenwin tal-prinċipju tal-UNCRPD ta' "xejn dwarna mingħajrna." L-ghan hu li jiġi żgurat li l-persuni b'diżabilità jkunu jistgħu jagħżlu huma stess l-assistenti personali, l-arranġamenti ta' għajxien u shabhom, u aktar. Fl-aħħar mill-aħħar, li jgħixu bi drid b'mod indipendent fil-komunità, b'għażla u kontroll fuq is-sapport li jagħmlu użu minnu għal dan l-iskop.

Issa, nistednukom tagħtu l-kontribut tagħkom dwar din ir-riforma kruċjali. Ladarba tiġi implementata, għandha l-potenzjal li tbiddel is-settur tad-diżabilità b'mod sinifikanti. L-ghan tagħna huwa li noffru aktar alternattivi għall-individwi b'diżabilità biex titnaqqas id-dipendenza fuq il-kura residenzjali, li tmur kontra l-prinċipji tal-UNCRPD.

Kuntest Attwali

Bħalissa, f'Malta, il-persuni b'diżabilità jistgħu jingħataw sussidju għas-servizzi tal-Assistenza Personali mingħand Aġenzija Sapport. Il-proċess u s-sussidji finanzjarji attwali tagħna li jingħataw permezz tas-servizz u l-Iskema tal-Independent Community Living jistgħu jiġu žviluppati biex joffru aktar possibilitajiet li jirrispettaw bi shih id-drittijiet tal-persuni b'diżabilità, u, fl-aħħar mill-aħħar, biex il-persuni b'diżabilità jkunu jistgħu jgħixu b'mod indipendenti fil-komunità u biex tissaħħa il-pożizzjoni tagħhom biex jagħmlu dan.

Għalhekk, u bħala parti mill-Istrategjja Nazzjonali dwar id-Drittijiet ta' Persuni b'Diżabilità, għandna l-għan li nkomplu niżviluppaw il-kunċett ta' Assistenza Personali u s-servizzi rispettivi relatati mad-diżabilità offruti f'Malta, biex jintlaħqu l-principji deskritti fil-Konvenzjoni tan-Nazzjonijiet Uniti dwar id-Drittijiet ta' Persuni b'Diżabilità (UNCRPD), b'referenza partikolari għall-Artikolu 19 – L-Għajxien Indipendenti u l-Inklużjoni fil-Komunità. Dan jinkludi s-servizzi tal-Assistenza Personali li huma mmexxija mill-persuni b'diżabilità stess, b'rispett għall-awtonomija personali tagħhom, u skont il-preferenzi u l-bżonnijiet tagħhom.

Barra minn hekk, l-Assistenza Personali hija biss waħda minn firxa wiesgħa ta' spejjeż relatati mad-diżabilità li jiffacċċaw il-persuni b'diżabilità, u li jikkontribwixxu biex l-aċċess komprensiv għall-ghajxien indipendenti u għall-komunità jkun limitat. Għalhekk, ix-xogħol tagħna għandu l-għan li eventwalment jistabbilixxi l-provvista ta' Baġits Personali, li jiġu mgħedda jew aġġornati fuq bażi annwali skont il-każ, għall-persuni b'diżabilità li jingħataw assistenza finanzjarja f'konformità mal-assessjar pertinenti, fuq xiex jiġu žviluppati l-Pjanijiet ta' Support Individual (Individual Support Plans). B'hekk, biż-żmien, il-benefiċċarji tal-Baġit Personali jkunu jistgħu jqabbdu s-servizzi ta' support fid-djar tagħhom stess u/ jew fil-komunità. Dawn is-servizzi jistgħu jiġu akkwistati permezz ta' tali fondi u jinkludu l-possibilità li jitqabbdū servizzi tal-Assistenza Personali li jaħdmu, u jingħataw, f'konformità mal-principji msemmija qabel.

Permezz ta' din ir-riforma, il-persuni b'diżabilità li jiġu allokat Baġit Personali se jkollhom aktar possibbilitajiet biex jeżerċitaw id-drittijiet tagħhom għall-ghajxien indipendenti fil-komunità bl-għażla, il-kontroll, u l-flessibilità leġġittimi u rispettużi dwar kif jużaw u jimmaniġġjaw is-support tal-Assistenza Personali, u dwar l-aċċess għal servizzi, għodod, u tagħmir ieħor li jikkontribwixxu lejn l-ghajxien indipendenti tagħhom matul ħajjithom.

Il-persuni b'diżabilità b'dan il-mod biss jistgħu verament ikunu čittadini attivi fis-soċjetà u jkollhom aċċess għal opportunitajiet ugħwali fil-ħajja fl-aspetti kollha tagħha.

Dan il-pjan huwa r-riżultat ta' konsultazzjoni nazzjonali u internazzjonali mal-persuni b'diżabilità, l-organizzazzjonijiet tas-soċjetà civili, esperti ewlenin minn Aġenzija Sapport, id-Direttorat għall-Affarijiet dwar id-Diżabilità, u l-Kummissjoni għad-Drittijiet ta' Persuni b'Diżabilità.

Termini Ewlenin

L-Assistenza Personali hija għodda li tippromwovi l-awtosuffiċjenza. Tinkiseb permezz ta' finanzjament assenjat u allokat speċifikament lill-persuni b'diżabilità, bl-iskop li tiffinanzja kwalunkwe rapport meħtieg. L-Assistenza Personali għandha tkun imfassla skont il-bżonnijiet u č-ċirkustanzi uniċi tal-individwu, li jiġu identifikati permezz ta' assessjar rigoruz. Il-provvisti finanzjarji għall-Assistenza Personali għall-individwi b'diżabilità għandhom jallinjaw mar-rati prevalent tal-pagi f'kull pajjiż rispettiv. Il-persuni b'diżabilità għandu jkollhom id-dritt jirreklutaw, iħarrġu, u jissorveljaw b'mod indipendent i-assistenti tagħhom stess u l-għoti tas-servizz, bis-sapport meħtieg, jekk ikun mixtieq. Il-persuni b'diżabilità għandu jkollhom ukoll il-libertà li jagħżlu l-mudell ta' impjieg li jaqdi bl-aħjar mod il-bżonnijiet tagħhom. Il-finanzjament allokat għall-Assistenza Personali għandu jkopri l-ispejjeż relatati, inkluži iżda mhux limitati għall-pagi tal-assistenti personali, il-kontribuzzjonijiet ta' min ihaddem, l-ispejjeż amministrattivi, u s-sapport mill-pari għal min jircievi l-assistenza.

L-Għajxien indipendenti "ifisser li l-individwi b'diżabilità jingħataw l-mezzi kollha neċċesarji biex ikunu jistgħu jeżerċitaw l-għażla u l-kontroll fuq ħajjithom u jieħdu d-deċiżjonijiet kollha dwar ħajjithom. L-awtonomija personali u l-awtodeterminazzjoni huma fundamentali għall-ġħajxien indipendent, inkluż l-acċess għat-trasport, l-informazzjoni, il-komunikazzjoni u l-assistenza personali, il-post tar-residenza, ir-rutina ta' kuljum, id-drawwiet, l-impjieg deċenti, ir-relazzjonijiet personali, l-ilbies, l-ikel, l-iġjene u l-kura tas-saħħa, l-attivitajiet reliġjużi, l-attivitajiet kulturali u d-drittijiet sesswali u riproduttivi." Barra minn hekk, "il-programmi u l-intitolamenti li jappoġġaw l-ġħajxien indipendent fil-komunità jridu jkopru l-ispejjeż relatati mad-diżabilità." [Il-kumment ġenerali Nru 5 (2017) tal-UNCRPD dwar l-ġħajxien indipendenti u l-inklużjoni fil-komunità: <https://www.ohchr.org/en/documents/general-comments-andrecommendations/general-comment-no5-article-19-right-live>]

Pilastri Prinċipali tar-Riforma tal-Assistenza Personali

1. Servizz li jipproteġi u jappoġġa l-awtonomija, l-aspirazzjonijiet, u l-bżonnijiet personali tal-persuni b'diżabilità fl-aspetti prinċipali ta' ħajjithom, inkluż id-divertiment, u l-membri tal-familja tagħhom, b'referenza partikolari għas-sieħeb/sieħba u t-tfal tagħhom.
2. Inwittu t-triq 'il quddiem biex is-servizzi lokali relatati mad-diżabilità jiġu allinjati biex jaħdnu b'mod individwalizzat u bbażat fuq il-komunità, inkluż l-iżvilupp ta' servizz li jappoġġa l-proċess ta' deċtituzzjonalizzazzjoni u jheġġeġ soċjetà inkluživa permezz tat-traformazzjoni tas-servizzi relatati mad-diżabilità, u l-proċessi tagħhom, li fl-aħħar mill-aħħar se jwasslu għal sistema ta' Baġits Personalni.
3. L-aċċess kumplimentari għat-teknoloġija assistiva u l-intelliġenza artificjali u l-użu tagħhom bħala għodod ewleni li jappoġġaw l-ghajxien indipendenti filwaqt li jimmassimizzaw ir-riżorsi.
4. Proċess aċċessibbli, komprensiv, simplifikat, ġust, u trasparenti fir-rigward tal-allokazzjoni tas-sussidji, u sistema effiċjenti ta' monitoraġġ biex jitnaqqsu kwalunkwe ineffiċjenza u abbuż.
5. Forza tax-xogħol kwalifikata, responsabbi, u li toffri support, li tgħaddi minn żvilupp regolari, inkluż taħrifg immexxi mill-kljent.

Principji Gwida

Il-principji li ġejjin assoċjati ma' din ir-riforma huma ffukati fuq id-drittijiet tal-persuna b'diżabilità għall-għażla, il-kontroll, u l-flessibilità fir-rigward ta' kif jirċievu u jimmaniġġjaw is-sapport tul-ħajjithom. Huma jitkolha aċċess żgurat għal firxa holistika ta' servizzi u għodod li jissapportjaw b'mod attiv l-inkluzjoni fil-komunità, filwaqt li jipprevjen s-segregazzjoni u l-iżolament.

1. Permezz ta' approċċ immexxi mill-klijent, ir-riforma ppjanata se tagħti priorità lill-aspirazzjonijiet, il-bżonnijiet, u l-preferenzi tal-individwi li jagħmlu użu mis-servizzi. Id-disinn u l-funzjonalità tal-qafas ta' Assistenza Personali se jkunu ffukati fuq it-titjib tal-ħajja tal-persuna b'diżabilità, f'termini ta' produttività, effiċjenza, u benesseri ġenerali, u fl-aħħar mill-aħħar, l-inkluzjoni u l-involviment attiv tagħhom fil-komunità.
2. Barra minn hekk, dan il-kuncett ta' Assistenza Personali jagħti lok għal opportunità akbar għal servizzi ta' intervent fit-tfulija bikrija cċentrat fuq il-familja, flimkien mal-ħolqien u l-attwalizzazzjoni ta' pjan ta' sapport individwali li jirrifletti u jimxi maċ-ċirkustanzi, bżonnijiet, u preferenzi personali, u l-iżvilupp tagħhom maż-żmien.
3. L-implementazzjoni ta' sistema li tiżgura r-responsabilità tal-awtoritajiet u l-entitajiet rispettivi għad-deċiżjonijiet meħħuda, u li tiggarantixxi mhux biss is-sigurtà, iżda wkoll il-privatezza tal-klijenti tagħha, biex jiġi pprevenut l-aċċess mhux awtorizzat għall-informazzjoni personali jew l-użu ħażin tagħha. Il-klijenti għandu jkollhom kontroll fuq id-data tagħhom u l-abilità li jimmaniġġjaw is-settings tal-privatezza tagħhom kif applikabbli.
4. Permezz ta' kunsiderazzjoni etiċi, l-assistenti personali jimxu mal-linji gwida etiċi u mal-leġiżlazzjoni pertinenti, filwaqt li jirrispettaw u jappoġġaw bis-shiħ l-għażiex tal-klijenti tal-Assistenza Personali, u jevitaw li jinvolvu ruħhom f'aktivitajiet li jistgħu jikkawżaw ħsara lill-klijenti jew jiksr n-normi etiċi. Dan jinkludi l-evitar ta' mgħiba ta' preġudizzju jew diskriminatoreja u r-rispett ta' sensittivitajiet kulturali, soċjali, politici, u oħrajan.
5. Il-personalizzazzjoni tas-servizzi tal-Assistenza Personali f'konformità mal-preferenzi u l-bżonnijiet individwali tal-klijent hija kruċjali; din tista' tinkludi l-aġġustament raġonevoli tat-ton tal-vuċi, tad-dehra, u tal-lingwa tal-assistent u t-tip ta' xogħlijiet li jwettaq. L-aċċess għas-servizzi tal-Assistenza Personali jitfassal bil-ħsieb tal-aċċessibilità u l-inkluzività, u b'hekk jiġi żgurat li l-persuni b'diżabilità, inkluži dawk li ġejjin minn sfondi differenti, jistgħu jużawhom u jibbenifikaw minnhom.
6. L-allokazzjoni tal-fondi għall-akkwist tas-servizzi tal-Assistenza Personali għandhom jippermettu l-flessibilità ta' dawn is-servizzi skont l-istil ta' ħajja, il-preferenzi, u l-bżonnijiet tal-klijent, u għandhom jippermettu l-provediment ta' servizzi ta' Assistenza Personali li ma jinvolvux sigħaf ta' kuntatt dirett mal-klijent u anki l-possibilità li jkunu ingaġġati s-servizzi ta' aktar minn Assistent Personali wieħed.
7. Fl-aħħar mill-aħħar, l-Assistenza Personali għandha tiffacilita l-aċċess tal-persuna b'diżabilità għas-servizzi ġenerali u għal kull aspett tal-ħajja, mill-aktivitajiet tal-ghajxien ta' kuljum għas-servizzi ta' ħarsien soċjali, ix-xogħol, u attivitajiet ta' divertiment. Is-servizzi tal-Assistenza Personali għandhom jiġu rikonoxxuti wkoll bħala waħda minn firxa ta' għodod possibbli, inkluż it-teknoloġija assistiva, li jippermettu u jheġġu lill-persuni b'diżabilità jgħixu b'mod indipendenti. L-aċċess għal dawn l-ghodod jista' jiġi ffacilitat permezz tal-Baġits Personali – finanzjament iċċentrat fuq il-klijent għall-ispejjeż relatati mad-diżabilità.

Pjan ta' Implementazzjoni

1. Qafas leğizlattiv

L-izvilupp ta' qafas legiżlattiv b'saħħtu li jiffoka fuq id-drittijiet ta' awtonomija personali u approċċ immexxi mill-klient, il-flessibilità, id-drittijiet, u r-responsabbiltajiet, u r-riżorsi għall-iskop tal-ghajxien indipendenti fil-komunità.

2. De instituzjonalizzazzjoni u l-kostruzzjoni ta' soċjetà b'saħħitha u inklużiva

Id-deistituzzjonalizzazzjoni tinsab fil-qalba ta' dan il-pjan. It-tranzizzjoni minn servizzi istituzzjonali għal dawk ibbażati fil-familja, individwalizzati, u bbażati fil-komunità għat-tfal u l-adulti b'diżabilità, fosthom persuni b'diżabilitajiet psikosocjali, permezz ta' riforma li għandha l-ġħan aħħari li tittrasforma s-servizzi attwali f'sistema ta' Bağıts Personali. Se tingħata attenżjoni partikolari lill-ġenituri b'diżabilità, lin-nisa, lil dawk li jidentifikaw bħala LGBTIQ+, u lil oħrajn f'riskju ta' diskriminazzjoni doppja.

3. Kriterji ta' eligibilità ġusti u proċess trasparenti

L-iżvilupp ta' kriterji ta' eligibilità definiti sew u komprensivi. Se tingħata priorità lit-trasparenza tas-sistema u tal-proċess, filwaqt li tingħata informazzjoni ċara u li tintiehem lill-klijenti dwar kif jaħdmu, kif jiġu allokati s-sussidji, u x'data tingħabar u kif tintuża. L-amministrazzjoni tal-finanzjament iċċentrat fuq il-klijent ser issir permezz ta' entitajiet ta' finanzjament u ta' monitoraġġ separati. Il-fondi jiġu allokati wara assessjar li jinkludi l-aspirazzjonijiet u l-bżonnijiet tal-persuna b'diżabilità, li jiġu żviluppati fi Pjan ta' Sappor Individwali. Il-proċess tal-appell se jiġi ssimplifikat u se jaħdem taħt mekka niżmu indipendenti. It-tliet għażiex ewlenin għall-amministrazzjoni tal-fondi allokati jinkludu l-awtoamministrazzjoni, l-amministrazzjoni minn maniġer tal-pjan ta' finanzjament, u l-amministrazzjoni mill-gvern permezz ta' Aġenzija Sappor. Il-fondi jiġu mmonitorjati u vverifikati minn entità separata.

4. Ir-rwol u l-izvilupp tas-servizzi ta' Aġenċija Saport

Filwaqt li tkompli tittrasforma s-servizzi tagħha f'konformità mal-principji tal-Konvenzjoni tan-Nazzjonijiet Uniti dwar id-Drittijiet ta' Persuni b'Dizabilità, Aġenzija Support se tkompli tagħti s-support tagħha lill-persuni b'dizabilità li jingħataw sussidji biex jakkwistaw is-servizzi tal-Assistenza Personalu u lil dawk li, eventwalment, jingħataw Baġit Personalu biex jakkwistaw firxa usa' ta' servizzi u tagħmir għall-ghajxien indipendenti, sabiex jinnavigaw, jaċċessaw, u jużaw dawn l-ghodod b'mod li jiippermetti u jsaħħħa l-ġħajxien indipendenti taqħhom.

5. *Għarfien pubbliku, edukazzjoni u teknoloġija bħala alleati ewlenin*

Ir-riforma tal-Assistenza Personali se tiġi kkumplimentata b'kampanja ta' għarfien nazzjonali, li tiffoka fuq, fost affarrijiet oħra, l-intervent bikri, l-edukazzjoni, u l-għajxien indipendenti, f'konformità mal-Konvenzjoni tan-Nazzjonijiet Uniti dwar id-Drittijiet ta' Persuni b'Diżabilità. Barra minn hekk, qed titqies ukoll il-formulazzjoni tal-ġħoti ta' informazzjoni, li tista' tinkludi programm ta' taħriġ għall-klijenti tal-Assistenza Personali li jenfasizza l-iskop tas-servizzi, l-għajxien indipendenti, l-inklużjoni fil-komunità, u l-leġiżlazzjoni rilevanti, fost aspetti ewlenin oħra, u jinfurmahom dwarhom. Minbarra dan, qed titwettaq riċerka dwar it-teknoloġija assistiva u l-intelliġenza artificjali sabiex tinkiseb informazzjoni dwar it-teknoloġija li tgħin lill-persuni b'diżabilità jgħixu b'mod indipendenti u biex eventwalment din tiġi ssussidjata.

6. *L-İżvilupp ta' Forza tax-Xogħol Kompetenti*

Sabiex jiġu żgurati t-titjib kontinwu u s-sostenibilità tas-servizz, l-assistenti personali għandhom jirċievu taħriġ li jikkontribwixxi għall-izvilupp kontinwu tas-servizz u t-titjib personali tagħhom biex jittejbu l-kapaċitajiet tagħhom u jiġu indirizzati r-rispons u l-bżonnijiet ġodda tal-klijenti tul-ħajjithom. L-entitajiet nazzjonali għandhom jagħmlu disponibbli aġġornamenti u korsijiet regolari biex jiżguraw li s-servizzi tal-assistenti personali u l-kompetenzi personali jibqgħu rilevanti f'xenarju teknoloġiku u soċjali li qed jevolvi malajr ħafna.

Il-persuni b'diżabilità se jagħżlu wkoll l-assistenti personali tagħhom. Jekk meħtieg, Aġenzija Sapport tgħin lill-utenti biex jagħżlu assistent personali tal-fiduċja u affidabbi u tagħmel monitoraġġ tas-servizz provdut.

Fl-aħħar mill-aħħar, l-implimentazzjoni ta' dan il-pjan għandha tiżgura li l-persuni b'diżabilità li jingħataw sussidju biex jakkwistaw is-servizzi tal-Assistenza Personali, jew li eventwalment jingħataw il-Baġits Personali, jistgħu jagħmlu użu mill-fondi allokati tagħhom kif jaħsbu li hu l-aktar xieraq f'konformità mal-Pjan ta' Sapport Individualizzat tagħhom, imfassal ma' Aġenzija Sapport, filwaqt li jitqiesu l-istil ta' ħajja, il-preferenzi, u l-bżonnijiet tagħhom, fosthom dawk relatati mat-teħid tad-deċiżjonijiet appoġġat, tul-ħajjithom.

Proċess Konsultattiv

Il-kontribuzzjonijiet huma mfittxija b'mod partikolari minn: persuni b'diżabilità; persuni li jiġi iż-żappoġġ il-persuni b'diżabilità fil-komunità; benefiċjarji tal-Iskema tal-Independent Community Living; organizzazzjonijiet tas-soċjetà ċivili nazzjonali u internazzjonali; u awtoritajiet barranin li jallokaw, jipprovdu, jew jimmaniġgjaw l-assistenza finanzjarja jew il-Baġits Personali għall-persuni b'diżabilità.

Sabiex niżguraw li l-ġħanijiet ta' din ir-riforma jintlaħqu, il-pubbliku qed jintalab jaġħti r-rispons tiegħu dwar il-mistoqsjiet li ġejjin:

- X'inhuma l-opinjonijiet tiegħek dwar il-qafas strateġiku propost f'dan id-dokument? Taqbel mal-Principi Gwida u l-Pjan ta' Implantazzjoni?
- Aġenzijsa Sapporġġ kif tista' timplimenta r-riforma tal-Assistenza Personali u tistabbilixxi l-Baġits Personali b'mod aċċessibbli, prattiku, effiċjenti, u effettiv?
- Liema sforzi, programmi, u inizjattivi kumplimentari tanġibbli u fattibbli tiproponi biex jinkisbu riżultati aħjar?
- Is-suq tax-xogħol kif jista' jitħegġeġ biex jifforma forza tax-xogħol b'saħħitha, sigura u kompetenti li tiżgura r-riżorsi umani meħtieġa li jiġi sodisfaw id-domanda għall-provvista?

Personal Assistance Reform

Laying the foundation for a Personal Budgets system
for persons with disabilities

Foreword

Hon. Julia Farrugia Portelli

Minister for Inclusion, Voluntary Organisations and Consumer Rights

Malta ratified the United Nations Convention on the Rights of Persons with Disability (UNCRPD) in 2012, which was enacted into Maltese law in 2021. Since then, a series of milestones were achieved by the Maltese government, including the launch and implementation of Malta's 2021 – 2030 National Strategy for the Rights of Persons with Disabilities – *Freedom to Live*, the passing of Maltese Sign Language as an official language in Malta, the enactment of the Persons within the Autism Spectrum (Empowerment) Act, and the setting up of the Directorate for Disability Issues. Malta is also one of the first countries that is reforming the Personal Assistance service according to the UNCRPD. The preparation of a Personal Assistance reform tied with a Personal Budgets strategy is an electoral manifesto measure that local stakeholders are fervently and collectively working on implementing - the way forward to ensure that persons with disabilities are enabled and empowered to exercise their rights.

Consultations have been embarked on, roping in persons with disabilities, both local and foreign civil society organisations and key experts, amongst other stakeholders, to ensure that they serve as a strong foundation for this reform, which will enable us to implement a Personal Assistance scheme that is in line with the UNCRPD's Article 19 - Living Independently and being Included in the Community.

A Personal Assistance scheme is necessary as it will provide persons with disabilities with the appropriate tools and resources that empower them to truly live independently in the community. It also continues to build on our commitment to incessantly improve services whilst developing new ones according to international standards, one's personal needs, and rights.

This proposed framework seeks to promote more co-production. It is based on the concept of autonomy for persons with disabilities, who, through a well-structured Personal Budgets scheme, will be able to engage the services of a personal assistant based on their individual preferences and needs. This would complement the myriad of person-centred services already in place. It will also provide persons with disabilities with choice and control over how they can utilise these services and tools for more effective inclusion in community life and access equal opportunities – the true essence of independent living.

We are fully aware of the vast costs that persons with disabilities face and thus, such provisions will see that they have access to such needed services to ensure community inclusion and equity. Our commitment is also to ensure the fair and just allocation and use of these resources. This reform will also ensure that Personal Budgets are not only set up, but also reviewed and updated according to need on a yearly basis while ensuring effective monitoring to curb abuse. This strategy also sees the engagement of a qualified and accountable workforce that will be properly trained and equipped to be able to provide such services, also delineating the responsibilities of personal assistants that will ensure effective service provision to persons with disabilities.

This reform strategy is aimed at safeguarding and supporting one's autonomy and needs, while also setting the way forward for all stakeholders and service providers within the disability sector to collectively move towards the development of community-based services in accordance with the deinstitutionalisation model.

I encourage you to analyse this proposed reform strategy, its guiding principles and implementation plan, and be active participants through the provision of your feedback on this proposal.

Foreword

Oliver Scicluna

Chief Executive Officer, Aġenzija Sapport

The Disability Rights Movement has consistently held a position of influence in shaping the global disability rights agenda. This influence was exemplified by the introduction of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) in 2006. The Movement has continued to exert pressure on the States that signed and ratified the Convention, urging them to implement the stipulated Articles through the oversight of the UNCRPD Committee.

Over the past few years, discussions within disability-related forums have centred around deinstitutionalisation, Personal Budgets, and Personal Assistance. In 2012, Aġenzija Sapport established the Independent Community Living Scheme. This initiative provided individuals with disabilities who required personal assistant support the opportunity to apply for the scheme and receive financial subsidies to employ a personal assistant. Concurrently, Aġenzija Sapport introduced the Community Services. This service involved support workers from the Agency visiting individuals with disabilities in their homes to provide physical assistance with daily tasks, both within and outside the home. Both concepts underscore the importance of independent living and the need to facilitate the inclusion of persons with disabilities into the community.

The government committed to enhancing community services for persons with disabilities, aiming to enable more individuals to live within the community and pursue their aspirations. Aġenzija Sapport was tasked with reforming the Independent Community Living Scheme into a Personal Assistance Scheme, aligning with Article 19 of the UNCRPD. It has also voted more funds to the provision of this scheme.

In recent months, Aġenzija Sapport engaged in consultations with the Directorate for Disability Issues (DDI), the Commission for the Rights of Persons with Disability (CRPD), the Malta Federation of Organisations Persons with Disability (MFOPD), Agency staff members, the Independent Community Living Board, the European Network on Independent Living (ENIL), and, most importantly, with persons with disabilities themselves. These consultations illuminated the challenges within the current system, the obstacles stemming from the labour market supplying personal assistants, and innovative concepts that could fortify this essential scheme. It was recognised that incorporating Personal Budgets into this reform is essential, as it provides additional support structures for individuals with disabilities, facilitating a more independent lifestyle in the community.

The success of this reform hinges on collaboration with diverse stakeholders during implementation. It is not solely about providing subsidies and identifying suitable personnel for personal assistants; it is about translating intentions into actions and genuinely embodying the UNCRPD's principle of "nothing about us, without us." The aim is to ensure that persons with disabilities have the autonomy to choose their personal assistants, living arrangements, companions, and more. Ultimately, to rightfully live independently in the community, with choice and control over the support they make use of for this purpose.

Now, we invite your input on this crucial reform. Upon implementation, it has the potential to reshape the disability sector significantly. Our goal is to offer more alternatives for individuals with disabilities, reducing reliance on residential care that contradicts the principles of the UNCRPD.

Current Context

Currently, in Malta, persons with disabilities can be allocated a subsidy for Personal Assistance services through Aġenzija Sapport. Our current process and financial subsidies that are offered through the Independent Community Living service and scheme could be developed to offer further possibilities that respect the rights of persons with disabilities in their entirety, and ultimately, to enable and empower persons with disabilities to live independently in the community.

Accordingly, and as part of the National Strategy on the Rights of Disabled Persons, we are aiming for the concept of Personal Assistance and the respective disability-related services offered in Malta to be further developed, towards the principles outlined in the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), with particular reference to Article 19 – Living Independently and being Included in the Community. This includes Personal Assistance services that are led by persons with disabilities themselves, with respect to their personal autonomy, and according to their preferences and needs.

Furthermore, Personal Assistance is just one of a vast range of disability-related costs that persons with disabilities face, and, which contribute to limiting comprehensive access to independent living and to the community. Our work is accordingly aimed to eventually set up the provision of Personal Budgets, renewed or updated on an annual basis according to the case, to persons with disabilities who are allocated financial assistance in accordance with the pertinent assessments, upon which Individual Support Plans are developed. This will, in time, allow Personal Budget beneficiaries to engage support services in their own homes and/or in the wider community, which services could be purchased through such funds, and which include the possibility to engage Personal Assistance services that operate, and are provided, in line with the aforementioned principles.

Through this reform, persons with disabilities who are allocated a Person Budget will have greater possibilities to exercise their rights to independent living in the community, with the rightful and respectful choice, control, and flexibility surrounding how they use, and manage, the support of Personal Assistance, and the access to other services, tools, and equipment that contribute towards their independent living throughout their lives.

Only in this manner can persons with disabilities truly be enabled and empowered to be active citizens in society and to access equal opportunities to life in all its aspects.

This plan is a result of national and international consultation with persons with disabilities, civil society organisations, key experts from Aġenzija Sapport, the Directorate for Disability Issues, and the Commission for the Rights of Persons with Disabilities.

Key Terms

Personal Assistance is a tool that promotes self-sufficiency. It is obtained through designated funding specifically allocated for individuals with disabilities, with the purpose of financing any required support. Personal Assistance should be tailored to an individual's unique needs and circumstances, determined through a thorough assessment. The financial provisions for Personal Assistance for disabled individuals should align with prevailing salary rates in each respective country. Persons with disabilities should have the right to independently recruit, train, and oversee their own assistants and service provision, with the necessary support, if desired. Persons with disabilities should also have the freedom to select the employment model that best suits their needs. The funding allocated for Personal Assistance should encompass related expenses, including but not limited to salaries for personal assistants, employer contributions, administrative costs, and peer support for the recipient of assistance.

Independent living/living independently "means that individuals with disabilities are provided with all necessary means to enable them to exercise choice and control over their lives and make all decisions concerning their lives. Personal autonomy and self-determination are fundamental to independent living, including access to transport, information, communication and personal assistance, place of residence, daily routine, habits, decent employment, personal relationships, clothing, nutrition, hygiene and health care, religious activities, cultural activities and sexual and reproductive rights." Furthermore, "programmes and entitlements to support living independently in the community must cover disability-related costs."*[UNCRPD's General comment No. 5 (2017) on living independently and being included in the community: <https://www.ohchr.org/en/documents/general-comments-and-recommendations/general-comment-no5-article-19-right-live>]*

Core Pillars of the Personal Assistance Reform

1. A service that safeguards and supports the personal autonomy, aspirations, and needs of persons with disabilities across the salient aspects of their lives, including leisure, and their family members, with particular reference to their partners and children.
2. Paving the way forward for the alignment of local disability-related services towards operating in an individualised, community-based manner, including through developing such a service that supports the deinstitutionalisation process and encourages an inclusive society through the transformation of disability-related services, and their processes, which will ultimately lead to a Personal Budgets system.
3. The complementary access to, and use of, assistive technology and artificial intelligence as key tools that support independent living whilst maximising resources.
4. An accessible, comprehensive, simplified, fair, and transparent process when it comes to the allocation of subsidies, and an efficient monitoring system to curb any inefficiencies and abuses.
5. A qualified, accountable, and supportive workforce that undergoes regular development, including user-led training.

Guiding Principles

The following principles surrounding this reform centre around the disabled person's rights for choice, control, and flexibility around how they receive and manage support throughout their lifetime. They call for ensuring access to a holistic range of services and tools that actively support inclusion in the community, whilst preventing segregation and isolation.

1. Taking a user-led approach, the planned reform will prioritise the aspirations, needs, and preferences of the individuals who make use of the services. The design and functionality of the Personal Assistance framework will be focused on enhancing the disabled person's life, in terms of productivity, efficiency, and overall well-being, and ultimately, their inclusion and active involvement in the community.
2. Moreover, such conceptualisation of Personal Assistance allows for a greater opportunity for family-centered early childhood intervention services, along with the creation and actualisation of an Individual Support Plan that reflects and allows for personal circumstances, needs, and preferences, and the development of these over time.
3. Implementing a system that ensures the accountability of respective authorities and entities for decision taken, and guarantees not only the safety, but also the privacy of its users, to prevent unauthorised access to, or misuse of, personal information. Users should have control over their data and the ability to manage their privacy settings as applicable.
4. Factoring in ethical considerations, personal assistants will adhere to ethical guidelines and pertinent legislations, fully respecting and supporting the choices of Personal Assistance users, and avoid engaging in activities that could harm users or violate ethical norms. This includes avoiding biased or discriminatory behaviours and respecting cultural, social, political, and other sensitivities.
5. Personalisation of the Personal Assistance services in line with the user's individual preferences and needs is key; this could include the reasonable adjustment of the assistant's tone of voice, appearance, language, and the types of tasks they perform. Access to Personal Assistance services will be designed with accessibility and inclusivity in mind, ensuring that people with disabilities, including those with diverse backgrounds, can use and benefit from them.
6. The allocation of funds for the purchase of Personal Assistance services should allow for flexibility of such services in line with the user's lifestyle, preferences, and needs, and allowing for the possibility for the provision of Personal Assistance services that does not entail direct contact hours with the user and also for the possibility to engage the services of more than one Personal Assistant.
7. Ultimately, Personal Assistance shall facilitate the disabled person's access to mainstream services and all aspects of life, from activities of daily living to social welfare services, work, and entertainment activities. Personal Assistance services shall also be recognised as one of a range of possible tools, including assistive technology, that enable and empower persons with disabilities to live independently, access to which tools could be facilitated through Personal Budgets – user-centred funding for disability-related costs.

Implementation Plan

1. Legislative framework

The development of a strong legislative framework that focuses on the rights of personal autonomy and a user-led approach, flexibility, rights, and responsibilities, and resources for the scope of independent living in the community.

2. Deinstitutionalisation and the building of a strong and inclusive society

Deinstitutionalisation is at the heart of this plan. Transition from institutional to family-based, individualised, and community-based services for children and adults with disabilities, including persons with psychosocial disabilities, through a reform that has the ultimate aim of transforming the current services into a Personal Budgets system. Particular consideration will be paid to parents with disabilities, women, those who identify as LGBTIQ+, and others at risks of double discrimination.

3. Fair eligibility criteria and a transparent process

The development of well-defined and comprehensive eligibility criteria. System and process transparency will be prioritised, providing clear and understandable information to users about how these operate, how subsidies are allocated, and what data is collected and how it is used. The administration of user-centred funding is done through separate funding and monitoring entities. Funds will be allocated following an assessment that incorporates the aspirations and needs of the person with disability, developed into an Individual Support Plan. The appeals process will be simplified and will operate under an independent mechanism. Three main options for the administration of allocated funds include self-administration, administration by a funding plan manager, and administration by the government through Aġenzija Sapport. Funds will be monitored and audited by a separate entity.

4. The role and development of Aġenzija Sapport's services

Whilst further transforming its services in line with the principles of the United Nations Convention on the Rights of Persons with Disabilities, Aġenzija Sapport will maintain the role of supporting persons with disabilities who are allocated subsidies for purchasing Personal Assistance services, and those, who, eventually, are allocated a Personal Budget to purchase a wider range of services and equipment for independent living, in order to navigate, access and use these tools in a way that enables and empowers their independent living.

5. Public awareness, education, and technology as key allies

The Personal Assistance reform will be complemented with a national awareness campaign, focusing on, but not limited to, early intervention, education, and independent living, in line with the United Nations Convention on the Rights of Persons with Disabilities. Also, the formulation of information provision, that may include a training programme for Personal Assistance users that highlights and informs them about the scope of the service, independent living, inclusion in the community, and relevant legislation, amongst other key aspects is also being considered. Furthermore, research is being conducted on assistive technology and artificial intelligence in order to gain information on, and eventually subsidise, technology that supports persons with disabilities to live independently.

6. Developing a Competent Work Force

In ensuring the continuous improvement and sustainability of the service, personal assistants should receive training that contributes to their service's ongoing development and personal improvement to enhance their capabilities and to address user feedback and emerging needs across their life. Regular updates and courses should be made available by national entities to ensure that the personal assistants' services and personal competencies remain relevant in a rapidly evolving technological and social landscape.

Persons with disabilities will choose their own personal assistants. If required, Agenzija Sapport will assist the users in choosing a safe and reliable personal assistant and monitor the service provision.

Ultimately, the implementation of this plan shall ensure that persons with disabilities who are allocated a subsidy for purchasing Personal Assistance services, or who eventually are allocated Personal Budgets, can make use of their allocated funds as they deem to be most suitable in accordance with their Individualised Support Plan drawn up with Agenzija Sapport, with consideration to their lifestyle, preferences, and needs, including those related to supported decision-making, throughout their life.

Consultative Process

Contributions are particularly sought from: persons with disabilities; persons who support persons with disabilities in the community; Independent Community Living Scheme beneficiaries; national and international civil society organisations; foreign authorities who allocate, provide, or manage financial assistance or Personal Budgets for persons with disabilities.

To ensure that the aims of this reform are achieved, the public is being asked to provide its feedback on the following questions:

- What are your views on the strategic framework proposed in this document? Do you agree with the Guiding Principles and Implementation Plan?
- How can Agenzija Sapport implement the Personal Assistance reform and the setting up of Personal Budgets in an accessible, practical, efficient, and effective manner?
- What complementary tangible and doable efforts, programmes, and initiatives do you propose to achieve better outcomes?
- In what ways could the labour market be encouraged to form a strong, safe and competent workforce that ensures the necessary human resources that meet the demand of supply?

DOKUMENT TA' KONSULTAZZJONI PUBBLIKA

Ir-Riforma tal-Assistenza Personali

Inqiegħdu l-pedament għal sistema ta' Baġits Personali
għall-persuni b'dizabilità



Verżjoni Faċli biex Taqra



L-assistenti personali huma nies li xogħolhom huwa li jgħinu lill-persuni b'diżabilità b'diżabilità f'affarijiet ta' kuljum biex jgħixu ħajja indipendenti.



Għajxien indipendenti jfisser li persuna b'diżabilità għandha tingħata l-ghajjnuna kollha li għandha bżonn biex tkun tista' tieħu deciżjonijiet għaliha nnifisha u biex ikollha kontroll fuq il-ħajja tagħha.



Aġenzija Sapport tista' tagħti ammont ta' flus lill-persuni b'diżabilità għall-assistenti personali.



Is-servizz tal-assistenti personali huwa wieħed mill-ħafna spejjeż li għandhom persuni b'diżabilità.



Aġenzija Sapport qed timmira li kull sena tara dan is-servizz kif sejjjer biex tkun tista' tagħti aktar għajjnuna finanzjarja lill-persuni b'diżabilità biex ikunu jistgħu jaffordjaw assistenti personali.



Din l-ghajnuna finanzjarja hija magħrufa bħala Baġit Personali.



Il-Baġit Personali jgħin persuna b'diżabilità tgħix ħajja aktar indipendenti.



Il-Baġit Personali se jkun ibbażat fuq il-bżonnijiet tal-persuna b'diżabilità. Iktar ma l-persuna jkollha bżonn għajnuna, iktar tingħata għajnuna finanzjarja.



Għajxien indipendenti jfisser li l-persuni b'diżabilità jkollhom l-għażla li jgħixu fejn iridu, li jagħżlu l-assistent personali tagħhom, li jimmaniġġjaw l-iskeda tagħhom u li jistaqsu għal kull apparat li jkollhom bżonn.



Huwa importanti ħafna li l-persuni b'diżabilità jingħataw iċ-ċans li jagħżlu kif jixtiequ jgħixu ħajjithom.



Dan huwa importanti għaliex jagħti lill-persuni b'diżabilità l-istess opportunitajiet bħal kulħadd.



B'dan il-mod biss jistgħu persuni b'diżabilità jitqiesu bħala membri importanti tal-komunità.



Persuna b'diżabilità għandha jkollha assistent personali li jaqdi l-bżonnijiet tagħha bl-aħjar mod possibbli.



Persuni b'diżabilità għandu jkollhom id-dritt li indipendentament jimpjegaw, iħarrġu, u jissorveljaw l-assistenti tagħhom u s-servizz provdut, bis-sapport neċċessarju minn Aġenzija Sapport jekk jixtiequ.



L-assistenti personali għall-persuni b'diżabilità għandhom jingħataw paga ġusta meta tiġi mqabbla mar-rati tal-pagi f'Malta.



Persuni b'diżabilità għandhom id-dritt li jħarrġu u jimmaniġġaw l-assistenti personali tagħhom.



Huwa importanti li persuni b'diżabilità jkunu kapaċi jieħdu d-deċiżjonijiet għalihom infushom u jkollhom kontroll fuq ħajjithom. Jekk ma jkollhomx dawn id-drittijiet, il-persuni b'diżabilità ma jkollhomx għajxien indipendenti.



Dan is-servizz għandu bżonn jgħin u jipproteġi l-abilità tal-persuni b'diżabilità li jitkellmu għalihom infushom.



Dan is-servizz ta' Aġenzija Support għandu jqis ix-xewqat, il-bżonnijiet, u l-membri tal-familja tal-persuni b'diżabilità.



B'dan is-servizz, Aġenzija Support qed theggex servizzi oħra biex jgħinu lill-persuni b'diżabilità jgħixu ħajja indipendenti.



Aġenzija Sapport tista' wkoll tagħti għajjnuna finanzjarja lill-persuni b'diżabilità biex jixtru apparat teknoloġiku li jassistihom biex jgħixu ħajja indipendent.



Il-proċess biex jingħata Baġit Personal i lill-persuni b'diżabilità għall-assistenti personali jrid ikun ġust u aċċessibbli.



Aġenzija Sapport trid tkun certa li ma jsirux abbuži fuq persuni b'diżabilità waqt il-proċess li jingħata I-Baġit Personali.



Biex is-servizz jingħata bl-ahjar kwalità possibbli, il-ħaddiema ta' Aġenzija Sapport se jingħataw taħrifg regolari.



L-għan ta' dan is-servizz huwa li jtejjeb kull aspett fil-ħajja tal-persuni b'diżabilità.



L-informazzjoni personali mogħtija lil Aġenzija Saport għandha tinżamm privata.



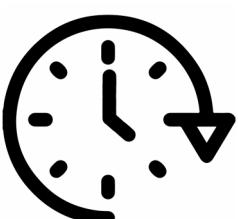
Persuni b'diżabilità għandhom ikunu kapaċi jiddejja u jkollhom kontroll fuq id-dejta tagħhom.



L-assistenti personali jridu jaħdmu meta l-persuna b'diżabilità jkollha bżonn.



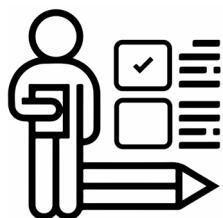
L-assistenti personali jridu jsegwu l-iskeda tal-persuna b'diżabilità.



Minħabba dan, l-assistenti personali għandhom bżonn ikunu flessibbli fil-ħin tagħhom.



Jekk ikun hemm bżonn, persuni b'diżabilità jistgħu jitkolu għal aktar minn assistent personali wieħed.



L-assistenti personali jistgħu jgħinu lill-persuni b'diżabilità f'affarijiet ta' kuljum, fuq ix-xogħol, u anke f'attivitajiet ta' divertiment.



Aġenzija Sapport se tippromwovi fost il-pubbliku Malti l-benefiċċji ta' persuni b'diżabilità li jgħixu ħajja indipendenti.



Aġenzija Sapport se tagħti wkoll taħriġ dwar dan is-servizz lill-persuni b'diżabilità li jagħmlu użu minn assistenti personali.



Aġenzija Sapport qed tistudja biex ikollha aktar informazzjoni dwar it-teknoloġija li tista' tgħin lill-persuni b'diżabilità jgħixu b'mod aktar indipendenti.



Aġenzija Sapport se tagħti taħrifg regolari lill-assistenti personali biex itejbu l-ħiliet tagħhom.



Aġenzija Sapport se tagħti wkoll taħrifg regolari lill-assistenti personali dwar it-teknoloġija li tgħin lill-persuni b'diżabilità jgħixu aktar indipendenti.



Nistednuk titkellem ma' Aġenzija Sapport dwar l-Assistenza Personalu u l-Baġit Personalu. Ibgħatilna imejl fuq **pa.reform.support@gov.mt**.

PUBLIC CONSULTATION DOCUMENT

Personal Assistance Reform

Laying the foundation for a Personal Budgets system
for persons with disabilities



Easy to Read Version



Personal assistants are people whose role is to help persons with disability with everyday tasks to live independently.



Independent living means that persons with disability are given all the support they need to be able to make their own decisions and have control over their lives.



Aġenzija Sapport can give persons with disability a sum of money for personal assistants.



The service of personal assistants is one of many costs that persons with disability have.



Aġenzija Sapport is aiming to do assessments every year to give financial help to persons with disability to be able to afford personal assistants.



This financial help is known as Personal Budget.



Having a Personal Budget will help a person with disability live more independently.



A personal budget will be based on the needs of the person with disability. Some people have more needs than others and a higher sum will be given to them.



Living independently means that persons with disability will have the choice to live where they want, to choose their personal assistant, to manage their schedule and to ask for any equipment they need.



Giving persons with disability the ability to choose how they want to live their lives is very important.



It is important because it gives persons with disability the same opportunities as everyone else.



Only in this way can persons with disability be considered important members of the community.



Persons with disability need to have the right personal assistant that matches their needs.



Persons with disability should have the right to independently recruit, train, and oversee their own assistants and service provision, with the necessary support from Aġenzija Sapport if they wish.



Personal assistants for persons with disability should be given a fair salary when compared with the salary rates in Malta.



Persons with disability have the right to train and manage their personal assistants.



It is important for persons with disability to be able to make their own decisions and have control over their lives because if not they will not be practising independent living.



This service needs to support and protect the ability of persons with disability to speak up for themselves.



This service of Aġenzija Sapport needs to keep in mind the desires, needs, and family members of persons with disability.



With this service, Aġenzija Sapport is encouraging other services to help persons with disability to live independently.



Aġenzija Sapport can also give financial help for persons with disability to buy technological devices that assist them to live independently.



The process of giving Personal Budget to persons with disability for personal assistants has to be fair and accessible.



In the process of giving Personal Budget to persons with disability for personal assistants, Aġenzija Sapport has to make sure that abuse towards persons with disability does not happen.



The workers of Aġenzija Sapport will be given training about this service to operate as smoothly as possible.



This service aims to improve the lives of persons with disability in every aspect.



Personal information given to Aġenzija Sapport should be kept private.



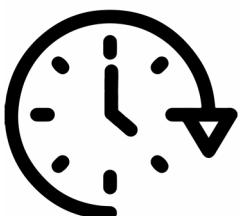
Persons with disability should be able to manage and have control over their data.



Personal assistants need to work when the person with disability needs.



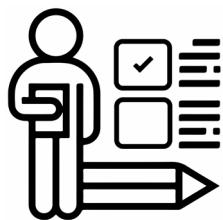
Personal assistants need to follow the schedule of the person with disability.



Because of this personal assistants need to be flexible with their time.



Persons with disability can ask for more than one personal assistant if it is needed.



Personal assistants can help persons with disability in daily tasks, at work, and even in entertainment activities.



Aġenzija Saport will promote to the Maltese public the benefits of persons with disability living independently.



Aġenzija Saport will also give training about this service to persons with disability who make use of personal assistants.



Aġenzija Saport is studying to have more information on the technology that can help persons with disability live more independently.



Aġenzija Sapport will give regular training to personal assistants to improve their skills.



Aġenzija Sapport will also give regular training to personal assistants on the technology that helps persons with disability live more independently.



We invite you to speak with Aġenzija Sapport about Personal Assistance and Personal Budgets. Send us an email on **pa.reform.sapport@gov.mt**.

Aġenzija Sapport, Malta

2023