

# Getting creative with paid support

**Self Direction opens up an exciting array of possibilities and more than ever the opportunity to be the author of your own destiny.**

But sometimes it can be hard to fathom just what is possible beyond our current experience. Being in charge is more than about having control over services, funding and supports. It's about harnessing that control to break with the past, to get innovative, and to embark on new ways of doing things.

With greater opportunities now for people to self-direct funding, it is very important to think carefully about what it is you are trying to achieve.

Often it seems the default position is to employ support workers, but not necessarily with clarity around those

roles. They might also be modelled closely on traditional support worker roles developed within the 'industry'.

There is often a high turnover of staff in traditional disability support roles, so it is not perhaps the most powerful strategy to look to a blank replication of recruitment strategies, job descriptions, supervision and so on.

Even more fundamentally, automatically defaulting to paid supports has the potential to drown out opportunities for natural supports to grow. We have discussed this in more depth [elsewhere](#). Therefore, creativity and [embracing vulnerability](#) are vital ingredients for success in self direction.

So here are some examples of creative use of paid supports that gets away from old mindsets and serve as inspiration for your own efforts. By no means is this an exhaustive list; much innovation is yet to unfold as the policy environment evolves. Nor is it exclusive to any one area or jurisdiction.



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## About InCharge

InCharge exists to make self-direction possible and sustainable for people with disability.

## Housemates

Many people are increasingly finding ways of moving into a home of their own rather than being funnelled into a group home setting.

Instead of employing support workers to meet their support needs within their home, many people have provided a rental subsidy to a housemate or housemates in exchange for some support. The rental subsidy can be paid directly to the landlord, thereby avoiding money being transacted directly within the relationship, keeping it more natural. Not only that, it can often work out cheaper.

## Employment

A big part of life is the opportunity to work, contribute, and earn. If you have a business idea, you might want to engage a small business coach. Or use some funding to network and learn with others who have already successfully gone down that path. Or employ someone for a specific business-related task, such as driving in a delivery business.

**We can work with you to figure out creative initiatives that work for you**

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## Getting people involved

There are skilled facilitators out there each with particular expertise in team building, in circle facilitation, in identifying and building on strengths and so on. The more people you have in roles that fit, the more sustainable your arrangement will be. Investing some money in a skilled facilitator that gets people involved and playing to their strengths could pay off greatly in terms of fostering natural supports.

It may be worthwhile investing in an independent planner, either to help develop a plan or review one you already have. Planning is very valuable, although it might not be the magic key to the good life as the buzz tends to infer. It should make sense to the person rather than being a standardised process.

## Co-ordinating roles

Carefully crafting a coordinating role can ensure that self direction does not become overwhelming. It can assist in finding the right balance, but in a much more personalised and responsive way compared to a service provider whose caseload may be extremely high, which puts limits on how much practical assistance they are able to provide. Choice and control does not mean doing everything yourself but allows you to delegate.