

## **ULOBAS PA, TEASERS AND INSPIRATION**

### **About ULOBAs PA, a short introduction:**

ULOBA is not a club or a special interest association, nor is it a private company. ULOBA is a non-profit making co-operative society. We do not represent a form of privatisation. The opposite is in fact true. Through the co-operative “member-owned” model, ULOBA is «the third alternative ». Our co-operative is owned by we who actually use the assistance.



An owner in ULOBA has to take on a “supervisory” role. It’s the role as supervisor that turns the traditional power structure on its head. In ULOBA «care recipients» and «clients» become «supervisors» and «owners». All owners in ULOBA receive management training.

### **With ULOBAs PA we went from passive “user” to active management**

Client or citizen?

Personal assistance is the tool that enables you to cast away the role as a client and assume the role of independent citizen!

ULOBA was previously called "The co-operative for user-supervised personal assistance". ULOBA is now a co-operative for "citizen-supervised" personal assistance.

This is because ULOBA’s philosophy has its roots in the fight for equal citizens’ rights, started by Afro-Americans in the 1960’s - and of course because we are all citizens.

We don’t really know who this «user» or «client» was, or where he came from. What we do know is that these terms are first and foremost useful to those who want to sort, rank, and categorise their fellow human beings. This desire to categorise people, always has the same result: differential treatment and discrimination!

### **ULOBA’s management training course**

We use the term management training because being a supervisor entails much more than the task of supervising the assistants. Small business management skills must also be acquired. All supervisors and assistance guarantors in ULOBA participate in ULOBA’s mandatory management training course. The main objective of the course is that you will acquire a good basis for the further development of good management skills. Our course instructors are ULOBA’s PA advisors who themselves supervise their own PA arrangements. Courses are held in the spirit of equality. The course runs over 4 days/evenings.

## **Of course we want empowerment and to decide our own life**

Personal assistance (PA) is about the right to a dignified life. The unquestionable right to decide for oneself when and how often one shall take a shower, clean the floors, go shopping or take a trip to a bar, bodega or chapel. PA is about the right and opportunity to participate in society, to have a job, to get an education, to be a good neighbour and to function as a son, daughter, parent or spouse. But PA is more than just this, it's also about the right to eat food that's not "sensible", to have a lie-in when you feel like it, and to have an untidy wardrobe. In short: Personal assistance is about living a normal and rewarding life!



## **Experiences: PA is the tool for living, not only surviving**

### **“ULOBA – the tool for achieving well-being!”**

“PA is a tool that enables me to live my life in a way I am happy with and enjoy. PA is in fact the tool that enables me to work and to function in my personal life with my partner. For me, PA in ULOBA is a tool that alleviates much of what is unpleasant about living with a need for assistance.”

**Tormod Omholt-Jensen, ULOBA Supervisor, Trondheim.**

### **“Still at working, with ULOBAs PA!”**

“ULOBA and PA make it possible for me to remain at work. PA is about being able to live with a need for assistance and still have a private life. PA in ULOBA is flexible. I can plan, and at the same I can follow my impulses. I can live my life the way I want to.”

**Randi Irtun, ULOBA Supervisor, Tromsø**

### **“A life on my own terms!”**

“PA through ULOBA has meant that I can live my life on my own terms. I can prioritise the activities that are important to me, and have plenty of energy to enjoy life. In short, it has provided me with the possibility to live a meaningful life with the degree of independence that the majority of people take for granted.”

**Laila Bakke, ULOBA Supervisor, Trondheim.**

### **“I live my life the way I want to!”**

“Through ULOBA I can live my life as I want to. I simply don't understand how on earth I managed without assistance. Now I have time to live a more or less normal life. Being a member of ULOBA, with its clear and well-ordered framework gives me a sense of security.”

**Vivièn Brueland, ULOBA Supervisor, Porsgrunn**

### **“I have a feeling of freedom and security!”**

“Three years ago I had no idea what ULOBA was. Now I feel like I've been given two new arms and legs. I enjoy a feeling of freedom and security.”

ULOBA's courses in management skills in the supervisor role, together with the Supervisors' Forum, Assistant Forum, Supervisor's Guide, Assistant Guide and first class advice have all contributed to giving me a level of security and freedom in my everyday life. I have no words to describe how much I value this. I have my permanent assistants and their deputies, and their working arrangements, rights and benefits are also very well taken care of in ULOBA. Wages, holiday pay, and so forth always arrive on time. ULOBA is extremely efficient, and keeps processing time to a minimum. I also have full access to a PA advisor whenever necessary."

**Karl Peder Henriksen, ULOBA Supervisor, Askøy.**

### **ULOBA in practice**

With PA in ULOBA it is you who decides when and where the assistants will work, what they will do and how the work will be done. In co-operation with the assistants you develop a "job instruction" and establish a schedule of when the assistants are to work.

The majority of supervisors in ULOBA do not fix all their assistance hours into the scheduled work plan, but "put some aside", to accommodate the unexpected or special wishes, for example going to a friend's birthday party or taking a stroll along the beach on beautiful sunny day.

With mutual flexibility between supervisor and assistants, you as supervisor are ensured a good life, and assistants a secure, well-organised and satisfying workplace.

At the end of each month you check and sign the assistants' hour lists, which you send to ULOBA. The assistants receive their wages from ULOBA on the 15th of the following month.

ULOBA sends you a monthly transcript of your account so that you can see how much of the available wages funds you have used and the remaining balance. This enables you to plan a flexible assistant arrangement and not least secure the working arrangements of your assistants at all times.

With PA in ULOBA you have full control of your assistant hours. It is your responsibility to not exceed the financial framework. If you do not use all your available wages funds in the course of a calendar year, the remaining amount will be repaid to your municipality/borough.

### **To fulfil human rights for all**



ULOBA was - and remains - a revolt against traditional thinking. In ULOBA we emphasise that people who need assistance in carrying out practical tasks are the only genuine experts on the subject of their lives. We refuse to assume the role of passive recipients of care, and we insist on our basic right to run and make decisions about our lives. At the same time we claim that many disabled people, both in Norway and abroad, have their basic

human rights violated. ULOBA disassociates itself in the strongest possible terms from the systematised, intentional, tax-financed discrimination of disabled persons we are witness to in today's society. The rights disabled people have in this modern age are the result of our own battle for liberty and justice. A battle that has not yet been won.

For more inspiring words and actions visit ULOBA's webpage <http://www.uloba.no/>