
PAID PARENT DIRECT SUPPORT PROFESSIONALS **FREQUENTLY ASKED QUESTIONS**

If you self-direct the services you get from the Division of Development Disabilities (DDD), you may hire support staff. These staff are called **Direct Support Professionals (DSP)**. You can choose the DSPs you hire. Your DSPs can be parents or stepparents.

Is there a limit on the number of hours DSPs can work?

You cannot regularly schedule your DSP to work more than 40 hours a week. You also cannot regularly schedule your DSP to work more than 12 hours a day. If you choose to hire **two** parents or stepparents as DSPs, they cannot work more than 40 hours a week combined.

There may be circumstances in which parents need to work over 40 hours a week. In extraordinary circumstances, you may fill out a form requesting approval to work over 40 hours.

Can I ask for a reasonable accommodation for my parents to work over 40 hours combined?

You can ask for reasonable accommodation for any policy or practice BHDDH has now or may create in the future. For example, an individual may need a specialized type of provider that is hard to find. You may request a reasonable accommodation to BHDDH's policy that limits the number of hours parents can be paid to provide the specialized support.

The **Americans with Disabilities Act (ADA)** requires the State to make reasonable accommodations to its policies when required for a person with a disability to access the State's services and programs. To be able to access a public service to the same extent as other people, a person with a disability can ask for **reasonable accommodation**.

Where can I get more information about limits on the hours of paid parent DSPs?

BHDDH's "Things You Can and Can't do When Hiring Support Staff in Self-Directed Services:"
<https://bhddh.ri.gov/sites/g/files/xkqbur411/files/2024-05/RequirementsForEmploymentSelfDirectedParticipant2024.pdf>

Guidance from the U.S. Department of Health and Human Services supports the request for increasing the number of hours parents are allowed to work:
https://aspe.hhs.gov/sites/default/files/migrated_legacy_files/43551/primer10.pdf
