

Paid Parent Direct Support Professionals Frequently Asked Questions

With Self-directed Supports from the Division of Development Disabilities, you hire your own staff. These staff are called **Direct Support Professionals (DSP)**. You can hire your parents or stepparents to be your DSPs.

How many hours can DSPs work in a week?

- Most of the time, your DSP can plan to work **40 hours** or less **in one week**. They can plan to work **12 hours** or less **in one day**. In special situations, your DSP can work more.
- If **two** of your parents or stepparents as your DSPs, their work time can only add up to **40 hours in one a week**.
- **In an emergency or special situation**, your parents might need to work more than 40 hours in one week. You can ask for more hours during that emergency or special situation.

Can I ask for an exception to the rule?

Yes. If you need your parents to work more than 40 total hours in one week, you can ask for a “reasonable accommodation.” That means asking for an exception to DDD’s policy. For example, maybe you need a DSP with special skills that are hard to find. Your parents are your only DSPs. And you need services for more than 40 hours in a week. In that case, you can ask for a reasonable accommodation so your parents can work more hours as your DSPs.

The **Americans with Disabilities Act (ADA)** is the law about reasonable accommodations. The ADA says the State must make changes to policies so a person with a disability can use a service or program.

Where can I get more information?

- **BHDDH’s Guide on Hiring Support Staff:**
[Things You Can and Can’t Do When Hiring Support Staff in Self-Directed Services](#)
- **U.S. Department of Health and Human Services Guidance:**
[Increasing the Number of Hours Parents Can Work](#)