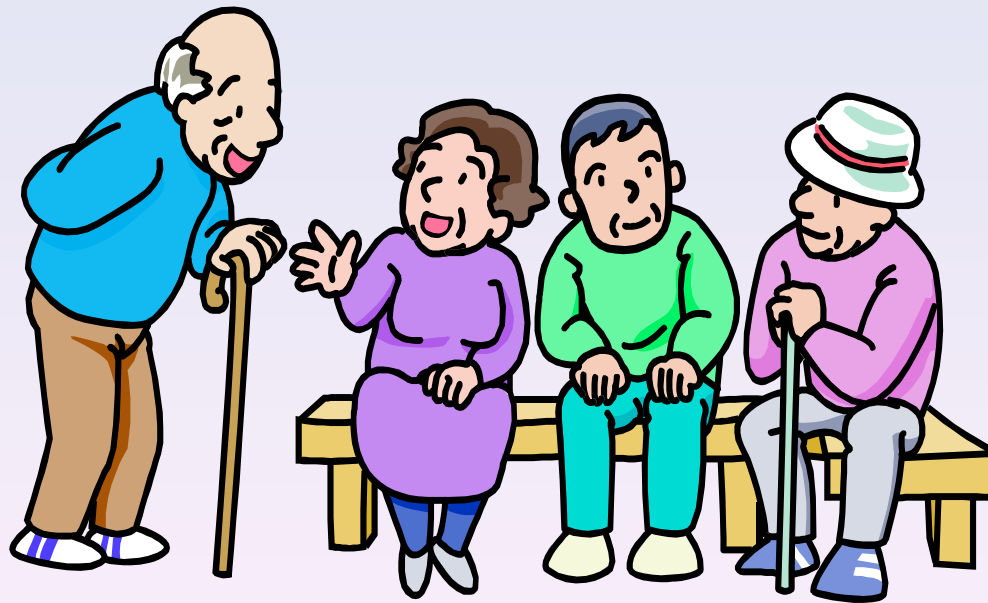


Do's and don'ts of hiring a caregiver



Reasons for needing a caregiver

- Unable to care for themselves.
- bathing, toileting, feeding.
- Inability to mobilize, unsteady on the feet.
- Unable to get out and socialize.



3 ways to hire a caregiver

- Hire a caregiver your self.
- Use an agency or registry to assist you in hiring caregivers.
- Hiring a home care agency to provide the services.

Hiring a caregiver yourself

- Increased risk- do a background check.
- Time consuming process.
- No outside supervision.
- Tax and insurance liabilities- social security, workers comp, unemployment.
- No backup if caregiver leaves or is ill.

Using a Registry

- **Charges a fee to help you hire the caregiver.**
- **Registry will do all advertising and reference checks, but you make final decision.**
- **You are still the employer and responsible for all taxes, supervision, etc.**
- **If the caregiver doesn't show up, is ill, or doesn't work out you will have to start over again.**

Hire a Home Care Agency to Provide the Service

- Agency is the employer and takes care of hiring, references, background checks, etc.
- Agency is liable for what the caregiver does during the course of employment.
- Agency is responsible for finding a replacement if caregiver doesn't work out with minimal disruption in service.
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- Agency has full liability insurance (and workers comp) and covers all employment taxes.

Questions to ask a Home Care Agency

- Will they do an assessment to determine a plan of care?
- Is there an additional fee for this service?
- Is there 24-hour coverage?
- Is there a plan for back-up if a caregiver doesn't arrive on time?
- What kind of background check is performed?
- How long has the agency existed?
- What kind of training does the agency provide?
- Are there a minimum number of hours?
- How will the worker be supervised?
- Is the agency bonded and insured?
- What are the costs per hour? Are there different rates for evenings and weekends?

Basic Do's and Don'ts of Hiring a Caregiver

- Do pay a reasonable fee for services (remember the adage -"you get what you pay for")
- Do develop a friendly professional relationship with your caregiver.
- Don't promise to include your caregiver in your will
- Don't give the caregiver or agency more than you agreed upon.
- Don't give the caregiver access to your finances, checkbook, bank account, or credit/debit card - if you need help with this, find someone other than the caregiver to provide assistance.
- Don't lend the caregiver or their family money, cars, or personal possessions, or offer to "help them out". Don't fall for sob stories from the caregiver about how they need money or assistance.
- Don't allow the caregiver's family or friends into your home.
- Don't violate the policies of agencies that prohibit or limit gift giving.

Warning Signs of Potential

- Does the caregiver isolate the client from family and friends?
- Does the caregiver do all the talking? Do they make decisions for the client?
- Has the caregiver invited friends or family into the home or to use the client's car?
- Has the client's personality changed since the caregiver was hired?
- Do they appear afraid?
- Are there checks missing or made out to cash or to the caregiver for more than the agreed upon amount?
(Look for missing checks in the back of the checkbook or in unused checkbooks)
- Has the caregiver asked for payments in advance or asked for a blank check for payment?

Take Action if You Suspect a Problem

- It is illegal for a caregiver to threaten, intimidate, or financially exploit a vulnerable adult. Physical and mental abuse are equally damaging to an elderly person.
- If you suspect any sort of elder abuse, report it to your county Adult Protective Services Office, and they will investigate the situation.

**If you have any questions then
please call me or ask.**

Cell:650-218-5234

