

Needing Assistance at Home? Be informed when you hire.

When hiring a homecare agency or an independent caregiver, know the facts to avoid lawsuits, receiving employer bills from the IRS, and other hassles.

Hiring a Homecare Agency

VS

Hiring Caregivers Independently

(a friend, neighbor, or other independent caregiver)

- All homecare agencies **must be state licensed**
- Cost 20-40% more per hour (usually) Here's why:
- **Agencies must conduct the following** (required as part of their license) on all employees:
 - Criminal Background Check
 - BEAS registry check (Bureau of Elderly and Adult Services registry of those who have abused, exploited or neglected the elderly or disabled adults)
Someone can have a clean criminal record yet be on this registry.
 - TB Testing (a person can carry TB for years without developing symptoms)
 - Physical (has their doctor cleared them to do this kind of work?)
 - Training
- **Agencies should conduct:** although not required by state license in NH a reputable agency should conduct the following.
 - Drug Testing
 - Screening of Employees: Reputable homecare agencies will fully check background, call references, verify credentials, call prior employers... before offering a position.
 - Motor Vehicle Background Check: especially important if the caregiver will be providing transportation.
 - Check Qualifications of Caregiver

- **Must be state licensed** (get proof from them, not just their LNA certificate, an LNA certificate is not the same as a state license).
- Cost 20-40% less per hour than an agency, Here's why:
- **You will need to conduct the following** (same as an agency does) prior to hire:
 - Criminal Background Check
 - BEAS registry check (Bureau of Elderly and Adult Services registry of those who have abused, exploited or neglected the elderly or disabled adults)
Someone can have a clean criminal record yet be on this registry.
 - TB Testing (a person can carry TB for years without developing symptoms)
 - Physical (has their doctor cleared them to do this kind of work? Is there a medical history they may try to blame on an injury while working in your home?)
 - Training: are you certain they are qualified and capable of doing the work?
- **You will need to conduct the following** (same as a reputable agency does) prior to hire
 - Drug Testing
 - Screening of Employees: You will need to fully check background, call references, verify credentials, call prior employers... before offering a position.
 - Motor Vehicle Background Check: especially important if the caregiver will be providing transportation.
 - Check Qualifications of Caregiver

Continued other side

Continued

<u>Hiring a Homecare Agency</u>	<u>Hiring Caregivers Independently</u>
<ul style="list-style-type: none">• <u>An agency also must:</u><ul style="list-style-type: none">• Provide a W2 at the end of the year• Pay:<ul style="list-style-type: none">• Federal Taxes• Social Security Taxes• Medicare Taxes• State Taxes (if outside NH)• Provide and pay unemployment insurance• Provide and pay Workers Compensation Insurance• Pay for and provide Liability Insurance and Bonding• <u>An agency will also:</u><ul style="list-style-type: none">• Provide supervision and introduction of caregiver• Provides replacement if caregiver is out sick.• Provide a replacement caregiver in case of personality conflict.	<ul style="list-style-type: none">• <u>You will have to:</u><ul style="list-style-type: none">• Provide a W2 or 1099 at the end of the year• Pay:<ul style="list-style-type: none">• Federal Taxes• Social Security Taxes• Medicare Taxes• State Taxes (if outside NH)• Provide and pay unemployment insurance• Provide and pay Workers Compensation Insurance• Pay for and provide Liability Insurance and Bonding• <u>You will also have to:</u><ul style="list-style-type: none">• Provide supervision and meet a stranger at the door.• Find a replacement if caregiver is out sick• Find a replace caregiver in case of personality conflict

Be informed when you hire. Ask questions.

You are welcome to use us as a resource and ask questions whether you use our services or not.

We want you to have the best care for your situation.

(603) 473-2510

www.homecareNHME.com



Abundant Blessings
Homecare