

In Good Company

The Good News in Home & Personal Care

Spring 2014



Finding the Right Home Care Provider

Once you have determined that someone you care about needs a little extra support at home, you will have to figure out who is going to provide that support. There are many different paths you can take. The first set of questions you should ask yourself are: How involved in managing the care do I have time for, or want to be? How much can we afford to pay? How agreeable will the care recipient be and do we need to get others involved?

There are several methods you can use to find a caregiver. (Cont. on back.)

Do you "Like" us on Facebook?



Daily helpful and healthful articles.

The Changing Face of Home Care

You may have seen the message that we sent out last week regarding the successful passage of a bill that we have been working on. The intent of the bill was to help reduce the significant amount of overtime that we will be required to pay our caregiving staff starting January, 2015. It was a heck of a process, and we learned a lot over the past 5 months. The bill did not address the issue to the degree we would have liked, but at least we were able to make some headway. Although we are happy that our staff will earn a greater level of pay for the difficult work that they do, we are not happy that our clients will have to bear the brunt of the burden.

We have been waiting for a clear direction on how the law would work for some time. There have been rumors that lawmakers may still make changes at the federal level. Once we are confident that everything is settled, we will create a new price structure based on the changing laws. One thing is certain, either our rates or our structure will have to change.

In an effort to keep our services affordable, Companions for Living has not had a single rate increase since we opened our doors in 2005. Unfortunately, the law will require us to do so as of January 1, 2015. As soon as we are confident that everything is completely settled we will notify and meet with our affected clients to review the changes.

Until that time, please be patient, and call us if you have specific questions. We are happy to answer them to the best of our ability.

Caregiver Spotlight: *Susan*



Susan

Sue has been a CFL caregiver for a little over a year. She has exemplified excellent skills and each of her clients has taken a shine to her. Sue takes an interest in and personalizes the care that she gives each of her clients. She is proactive and addresses questions and concerns about her client immediately by bringing them to the attention of the care management staff. Sue sets a great example for all of our caregiving staff. Congratulations, Sue for earning the Caregiver Excellence Award!

Finding the Right Home Care Provider (Continued from front.)

Because a picture is worth a thousand words, we have inserted the chart below to demonstrate the different methods to go about finding a caregiver. Depending on your time and finance constraints, coupled with your ability and desire to manage an employee, you can find the right solution for your specific situation.

The least expensive option (at least on the surface) is privately hiring a caregiver. However, once you add in the taxes and insurances that you are legally required to provide, the gap in pricing closes significantly. It is our strong belief that when you hire an agency, you develop a relationship with that agency, and that's preferable to the relationship established with a sole caregiver. An agency has the experience and resources to find and vet new or additional caregivers as each situation warrants. The case manager will develop a familiarity with the client and know the best way to staff each situation. Better agencies will also provide support to families who are facing specific challenges. Please call us if feel that you need additional help in navigating the caregiver network, and/or hiring a caregiver.

In our next issue we will discuss how good caregiver/client matches are made. Look for the next issue this summer!

Criteria	Employment Agencies (such as Companions for Living)	Registry Agencies	Private Hire (i.e. Craigslist)
Fees	Consumer pays Agency	Consumer pays caregiver Plus Agency fees	N/A
Include Payroll, Taxes , Unemployment and Insurance (Worker's Comp, Liability, Bond, Etc.)	Yes	No	No
Background Check	Yes	Yes	No
Protection for consumers / caregivers •Supervision •Work Responsibilities •Insurance •Bonded	Yes	No Agency Supervision Agency Insured for Liability and Bond	No
Caregiver supervision and ongoing training	Yes	No	No
Case Management	Yes	No	No
Ensure scheduling coverage	Yes	Limited	No
Regulated	Yes	Yes	No

