Hiring Aides
Part 1

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Training and Role

- Home Health Aides vs Home Care aides
  - Home Health aides are skilled care, usually post inpatient stay
  - Home Care Aides are what people typically mean

- Typically Certified Nursing Assistants (CNAs) or GNAs (some HCAs)
  - Primarily trained in ADLs (Activities of Daily Living)
  - Also able to to assist with IADLs (Instrumental Activities of Daily Living)
  - **Not** administer medications - can remind

Service Providers

- Agency
  - Contractors- through an agency (but 1099)
  - Employees
- Private Duty
  - Gray Market- talk to an accountant about your responsibilities.

Rates/Hours

Ballpark Rates

- Contractor through an agency- $32
- Employee of agency- $35
- Private duty will be less
- Live in (Lives in home with 8 hours of sleep/day)- $500-$600

Hours

- Minimum is usually 4 per day, sometimes 8 per week
- Overnight care the individual must remain alert and awake
- Live In Care vs 24 hour care
- Overtime

Paying for Home Care

- Health insurance (like Medicare) typically does not pay
  - Exceptions
    - Medically necessary following a 3 day (overnight) inpatient stay
    - Very minimal amount lasting only about 6 weeks
- Long term Care Insurance
  - Typically they want a licensed provider through an agency
- What do the localities pay for?
  - May have a minimal program for example Home Care Partners in DC
  - Look for your Area Agency on Aging (AAA) or County/City Aging and Disability Services program
- Respite stays
  - Look at disease based programs, NMSS, Parkinsons
  - AAA may offer limited help in home or provide a week of respite in a memory care facility
- Private Pay
- Medicaid Waiver
  - EPD Waiver/ HCBS Waiver

Finding Quality Providers

- Ask your doctor or friends (talk to your Village)
- Talk to a care manager
- Interview
  - Ask the liaison all of your questions
  - Will they allow you to interview an aide or two
- Ask about coverage when a caregiver is sick or travels
- What is their criteria? How do the ensure the caregivers provide quality care? And how do they handle continuing education?
- Are they licensed and bonded?
- How do they assign caregivers to clients? And how do they control the hours?

Caregiver interview questions

Pay attention to personality and how they mesh with yours and/or the care receiver. Also to what the care receiver needs.

- How long have you been a caregiver? Why do you do this work?
- What training and experience do you have? What additional training do you expect to receive?
- What are you comfortable with and uncomfortable with? How does that match with what the care receiver needs and how they react? (For example, if a care receiver has dementia and may have behavioral issues.)
- What is your availability?
- How do you get to your jobs? Do you feel comfortable driving my loved one?
- Do you carry liability insurance?
- What are your likes, dislikes, hobbies, etc.?

Develop a Successful Plan

- Provide an accurate description of needs- don’t short change the time.
- Develop a plan of care that the care receiver wants
  - Maybe it does not start with personal care but starts with companion care
- Is there a need for the care receiver to have assistance at medical appointments? And can that be covered in the allotted time?
- What about meal preparation and grocery shopping?
- Will it be more successful if the caregiver does not wear scrubs?

Manage Expectations

- Allow the care receiver to retain as much control and independence as possible; involve them in the care.
- The caregivers must remain with their client. They may be outside of the room, but they need to be close enough to hear.
- Remember that the caregiver does not clean house.
- Some personal care may take time.
- Caregivers do not administer medications.
- Maintain Boundaries
- Understand policies regarding gift giving, time off, cell phone use etc.
- The transition to needing care/using care is difficult. There are feelings of ambivalence, grief and guilt on all sides.

Thank you!

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