Seabury Resources for Aging®

1924 Celebrating 100 Years 2024

Care Management

Congregational Resources

Model Cities Senior Wellness Center*

Older Blind Program*

Seabury Ward 5 Lead Agency*

Seabury Ward 6 Lead Agency*

Age-in-Place®

Out and About*

Seabury at Friendship Terrace

Seabury at Springvale Terrace

Home First® Residences

*Supported by the D.C. Department of Aging and Community Living

A Seabury Resource for… Home Care

Home care can be a vital service for older adults who want to remain in their own home but need assistance to do so. Individuals pay for home care with their own personal funds. Home care is not covered by Medicare.

Some states may offer home care as a part of their Agency on Aging respite program. States may also offer a special program through Medicaid that assists with home care costs called the Home and Community Based Services (HCBS) waiver or Elderly and Disabled Person (EPD) Waiver.

Some veterans and their spouses qualify for the Veteran's benefits. Either a caregiver benefit or the Aid and Attendance program which helps with home care costs. Additionally, Long Term Care Insurance often helps defray the home care fees.

CAREGIVERS - *There are two different types of caregivers:*

- **Certified Nursing Assistant (CNA)**: Trained in health care to assist clients with personal care, dressing, medication reminders, light housekeeping/laundry and meal preparation.

- **Companion**: Someone to provide companionship/socialization, trips into the community, make meals, and tidying. They are not able to provide any personal care.

HOME CARE SERVICE PROVIDERS - *There are three different types of service providers:*

- **Contractors:** The caregivers are independent contractors. This is often offered at a lesser rate than an agency because the caregiver is not receiving benefits and the care is not overseen by a registered nurse.

555 Water Street, SW • Washington, DC 20024 • (202) 289-5690 • seaburyresources.org

CFC Combined Federal Campaign Designate #63211

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Proud to be effective We've earned a four-star rating from Charity Navigator

Spur Local 23 Critical Nonprofit

- **Employee:** The caregivers are employed by the agency directly. This is often offered at a higher rate than a registry, because the caregiver is receiving benefits and care is overseen by a registered nurse.
- **Private Duty:** The caregiver is hired by the client without an agency or registry involvement. This is typically the least expensive option. It is recommended that the client and/or family complete a federal criminal background check, speak with their accountant about tax consequences and purchase insurance to cover worker's compensation prior to hiring a private duty caregiver.

Type of Work and Cost

- **Hourly**: Caregivers come for a set amount of hours based on the client's needs and wants. In the DC metro area, the minimum is usually 4 hours although the pandemic pushed that as high 8 hours in one shift, or some agencies will say 8 hours in one week.
- The average cost is $32 per hour plus mileage reimbursement. A caregiver hired overnight must remain awake and alert.
- **Live-in:** A caregiver lives with a client. Caregivers need their own room to sleep and ability to take breaks. The caregiver is allowed to sleep overnight for 8 hours. The average cost in the DC metro area is $550 per day in addition to the client's responsibility to provide meals for the caregiver.

Finding a Quality Home Care Provider

- Ask others about their experience with home care.
- Choose a company or individual that considers your needs, personality and likes.
- Seek a company that offers 24-hour availability.
- Ask about coverage if the caregiver becomes sick or takes vacation time.
- Ask about their criteria for bringing caregivers on board.
- Ask about their licenses, if they are bonded, and what their insurance covers.
- If possible, interview caregivers to confirm a good match.

Questions To Ask a Potential Caregiver

Pay attention to their personality as it relates to yours.

- How long have you been a caregiver and what attracted you to this work?
- What training and experience do you currently have and what additional training do you expect to receive?

- Please tell me about your strengths and weaknesses. Provide an example of your best and worst cases.
- What is your availability?
- Do you have a car and do you feel comfortable driving my family member locally? Are there car insurance issues to address?
- Do you carry liability insurance?
- What are your likes, dislikes and hobbies?

DEVELOP A SUCCESSFUL PLAN

- Provide the home care company with an accurate description of your family member's needs so they can assign the appropriate aide for the appropriate amount of time.
- Request a plan of care that includes activities your family member is interested in, in addition to meeting your family member's personal care needs. Examples include: walks, incorporating your loved one in meal preparation, card games, etc.
- If appropriate, request the caregiver accompany your family member to doctor visits.
- If appropriate, request the caregiver to take your family member grocery shopping.
- Request the caregiver work in regular clothing rather than scrubs, to reduce the stigma of having a caregiver.

Managing Expectations

- Family and friends can be helpful, but allow your family member to retain control and independence.
- A caregiver will be in your family member's home for the allotted time. Although the aide can be in a different room, she must stay with her client.
- Aides can assist with light housekeeping but are not responsible for deep cleaning, such as washing the drapes or steaming the carpets.
- It may take a number of attempts to get an older adult who is resistant to take a shower. Be patient with this process and remember that it is OK if your family member doesn't shower as frequently as before.
- Familiarize yourself with the policies of the home care company. Pay close attention to policies related to personal cell phone use while on duty and gifts.
- Create boundaries. It is not appropriate for an aide to bring friends or family to your loved one's home.
- As needs increase, so will the amount of care and cost.

- Certified Nursing Assistants can remind and cue a patient to take medication, but cannot administer the medication or fill a medication box.
- Remember that this is a transition for the older adult and for the family. Feelings of ambivalence, grief and guilt are common.

Role of the Care Manager

A professional care manager can offer education, support and guidance to older adults and their families who are hiring in home caregivers. Care managers can help families with the interview/screening process, help differentiate between the different types of caregivers and suggest the most appropriate caregiver, and identify and apply for resources such as VA programs to help pay for care.

This information is provided to you by Seabury Resources for Aging Care Management Program.

PO Box 6268, Washington, DC, 20015, www.seaburycaremanagement.org

For more information or to access our Free InfoLine: Call 202-364-0020 or email SCMinfo@seaburyresources.org

Seabury Resources for Aging is a nonprofit organization whose mission is to provide personalized, affordable services and housing options to help older adults in the greater Washington, DC area live with independence and dignity.