

Hiring Senior Care

There are many sources to contact when hiring senior care for your loved one, including:

- Aging and social services
- Online directories like Craigslist
- Household placement agencies
- Licensed or certified home health care agencies
- Family, friends, and co-workers who have already gone through the process

In the end, you want a safe, happy, and comfortable home for all who live there and a healthy workplace for the caregiver. This means making the right hiring decision.

Hiring Senior Care Through an Agency

There are many advantages to using an agency for hiring senior care. Agencies will:

- Screen candidates, which can be time consuming if you do it yourself.
- Supervise employees and, if necessary, terminate them.
- Handle all payroll and tax issues, which can be complicated and risky if you do it yourself.
- Provide backup care when needed and incur liability should an unfortunate event occur.

When hiring senior care through an agency, be sure they employ the caregiver and does not merely contract out for him or her.

A contract employee may not have the necessary insurance coverage and protections that an agency-employed caregiver offers.

Also, if you engage a home health care company, make sure its insurance is adequate and it has its employees on the payroll.

Hiring Senior Care on Your Own

Families may opt to try and save money by becoming their senior's caregiver themselves, as opposed to using an agency to hire help or using a nursing home.

If you go this route, keep these tips in mind:

- Caregivers who advertise on Craigslist or online job boards may have not been screened and are not supervised by an agency.
- Don't sacrifice security for presumed cost savings.
- Conduct comprehensive background checks and verify all references.
- File proper paperwork with the federal government to become an employer.
- Set up your employee's payroll, remit taxes and purchase any required insurance such as workers' compensation.