



SAFE HOME CARE

COALITION

FACT: Not all Home Care companies are the same.

The SHCC is an advocacy partnership formed by industry professionals with the main objective **to educate the healthcare public about the differences between in-home personal care employer model vs registry/independent contractor models.**

Understanding these distinct differences between the two* home care agency models can ensure the safety of the vulnerable older adults that we serve.

The two separate In-home Personal Care models of home care are:

1. The Employer Based Model
2. The Registry/Independent Contractor Model

Employer Based Model	Registry/Independent Contractor Model
<ul style="list-style-type: none"> Caregivers are employees of Home Care Agency and receive wages, taxes and workers' compensation insurance paid by the Home Care Agency 	<ul style="list-style-type: none"> The client is responsible for paying caregiver wages and taxes
<ul style="list-style-type: none"> Home Care Agency conducts background checks on each caregiver at no additional fee to the client/senior. 	<ul style="list-style-type: none"> If Caregiver gets injured on the job it is the client's responsibility to pay their medical bills or file against their home owner's policy
<ul style="list-style-type: none"> If Caregiver is injured on the job it is the Home Care agency's responsibility, not the client or their home owners insurance policy 	<ul style="list-style-type: none"> No oversight to minimize risk of neglect, abuse and/or exploitation
<ul style="list-style-type: none"> Home Care Agency provides ongoing care oversight supervision to minimize risk of neglect, abuse and/or exploitation 	<ul style="list-style-type: none"> No benefits offered to caregiver
<ul style="list-style-type: none"> Home Care Agency has pool of caregivers to provide back up if a replacement caregiver is needed for any reason 	<ul style="list-style-type: none"> There is little or no concern given to averting hospital readmissions
<ul style="list-style-type: none"> Additional benefits to caregivers are offered such as health insurance and retirement planning 	<ul style="list-style-type: none"> If the client is injured, the registry takes no responsibility

The SHCC encourages utilization of **The Employer Based Model** of in-home personal care companies.

*There is a third alternative for in-home personal care, where the client elects to use a private caregiver. (i.e. neighbor, family friend, craigslist, etc.) Although this is not recognized as a comparative agency model, it does carry with it many of the same dangers as the Registry/Independent Contractor Model.

For more information, visit www.safehomecarecoalition.org

Founding members include:

