

4 Reasons to Choose An Agency Over A Direct Hire Aide or Nurse



Loving Arms
Elder Care

“Bringing care and compassion home”

Why should your family work with a Pennsylvania Homecare Association member agency rather than hire an aide or nurse directly? Homecare agencies provide significant benefits over direct hires in the areas that matter most to families:

- 1. Employer Obligations:** Working with a homecare agency alleviates you of all the legal responsibilities of an employer, including payroll taxes, workers compensation, unemployment insurance and liability. By hiring an aide or nurse directly, you take on all of these responsibilities.
- 2. Peace of Mind:** Homecare agencies are required to conduct criminal background checks and have access to more comprehensive data than is available to the public. The only background checks that come with a direct hire are those you do yourself.
- 3. Security & Contingency:** Homecare agencies are required to carry various forms of insurance to protect you and can quickly provide a replacement if your aide or nurse is sick, injured or changes jobs. On the other hand, if your direct hire harms or steals from you, you're on your own.
- 4. Training & Supervision:** Homecare agencies have the experience, knowledge and resources to ensure their workers are thoroughly trained in any services or tasks they perform, including safe infection control, falls prevention, emergency preparation and personal care tasks. You are responsible for training and supervising your direct hire.

How do you know an agency is doing these things correctly? Don't be afraid to ask them directly, or check to see if they're a member of the Pennsylvania Homecare Association by visiting www.pahomecare.org and clicking "Find a Provider."

Quality Home Care Checklist

	Loving Arms	Direct Hire
<u>General</u>		
Affordable Prices	✓	✓
Flexible Hours	✓	✓
Convenience at Home	✓	✓
<u>Employer Obligations</u>		
Payroll Taxes	✓	
Workers Compensation	✓	
Unemployment Insurance	✓	
<u>Peace of Mind</u>		
Reference Checks	✓	
Employee Interviews	✓	
Background Checks	✓	
<u>Security & Contingency</u>		
Replacement Workers	✓	
Bonded & Insured	✓	
Protections Against Abuse	✓	
<u>Training & Supervision</u>		
Continuing Training	✓	
Infection & Falls Protocol	✓	
Emergency On-Call	✓	
Professional Oversight	✓	

