

## How to Hire a Home-Care Aide

The demand for home care assistance is growing as our aged population is living longer and the needs are growing with it. Persons to assist in ones own home to help with personal hygiene, medication administration or reminders, as well as household chores and other tasks is the nation's fastest growing occupation.

To find the right help for yourself or family can be a daunting task. Who do you ask?? All depends on whether it is "skilled services" requiring a licensed nurse, physical therapist, or speech and language therapist. **Or**, is the need more "custodial", requiring a person who will be doing hygiene tasks, homemaking, cleaning, cooking or even companion care.

Skilled Home Care is provided by an agency that is certified by Medicare to provide specific services and treatment in the client's home as **prescribed by the client's physician. Specific guidelines must be met, and the home care agency will be able to describe their services and limitations. The customer must be home bound to receive these services, and the skilled services they provide require a physician's order.**

**If** the services needed are more personal than medical, this is considered "custodial". In this instance, a non-medical homemaker aide is the right choice.

In either case, you **first** want to make sure that your elder will accept home care. Many older clients resist as they do not want a "stranger" in their home. They also view this as a sign that they are losing their independence. Family may want to promote this as "assistance to their continued independence" and consider their agreeing to a "trial period", so they can see how it works out. Remind them that "nothing is written in stone" and they can change providers or staffing anytime they wish.

Who Pays?	Questions to ask: (ALL responses should be YES)
• Private LTC insurance	1. Do you like caring for people?
• Medicare (certified skilled only)	2. Do you have training? By whom?
• Medicaid (over 60 PASSPORT)	3. Do you have references?
• Title XX funds ( Job and Family Services)	4. Do you have a fill-in? Who?
• Veterans Administration	5. Are you insured and bonded?
• Private Pay/ Client themselves	6. Passed Background check? Where?
• Family or other? (trust)	7. Is the company you work for licensed, accredited, and certified?

This market is unregulated in some respects, so you must be careful in screening and monitoring those whom you are hiring for. You want someone who is trained, and well supervised. **Home care can be the perfect situation IF you stay involved and listen to the client, keeping eyes and ears open. Make changes as necessary. Be diligent!!!**

**Need more options? Contact us at the Wood County Committee on Aging, Social Services Department at 1-800-367-4935 or 419-353-5661**