



WHY HIRE A HOME CARE AGENCY?

HOME CARE AGENCY SUCH AS EVEREST CARE PLUS

vs. PRIVATE HIRE OR INDEPENDENT CONTRACTOR MODEL

- Caregivers are employees of the agency.
 - The home care agency covers the wages, employer payroll taxes, professional liability insurance, and worker's comp coverage of the caregivers.
 - If a caregiver is sick, it is the responsibility of the agency to identify another caregiver to cover the client's needs.
 - The agency is responsible for ensuring background checks and validating ongoing fingerprint, CPR, First Aid, and other requirements.
 - The agency is responsible for ensuring the competency of caregivers.
 - Care is supervised by a Clinical Services Coordinator according to an established plan of care. The plan of care is updated regularly to reflect the current needs of the client.
- Caregivers are independent contractors.
 - The client is responsible for paying caregiver wages, employer payroll taxes (social security and Medicare taxes) plus withholding and remitting Federal and State income taxes.
 - If caregiver is insured on the job, it is the client's responsibility (or their homeowners' insurance) to cover the cost of medical care.
 - If the caregiver is sick, there may not be back-up coverage to meet the clients' needs .
 - The client is responsible for doing their own background checks. There are no requirements in place to minimize the risk of fraud, abuse, neglect or exploitation.
 - The client assumes responsibility for checking the caregiver's training, experience and education.
 - Quality assurance is the client's responsibility.