Non-Medical Home Care
Most of you are here today to learn and/or find solutions that can assist you with caregiving in your everyday life and provide the appropriate service for your loved one.

- What is home care and what to expect
- What other services are available
- How to age safely in place
- Ways to prevent hospitalization
- Average costs for home care and regulations

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When More Help is Needed

- Household bills piling up
- Reluctance to leave the house
- Losing interest in meals
- Declining personal hygiene
- Declining driving skills
- Signs of depression
- Missed doctors’ appointments
- Unkempt house
- Losing track of medications

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Recent Trends

• A Home Instead Senior Care study found that 86% of seniors want to continue living at home as long as possible.

• 54% of Seniors who live alone are four times more likely to use professional care than those who live with their children.
Services

- Non-medical home care services include:
  - Companionship
  - Meal Preparation & Assistance with Eating
  - Light Housekeeping/Laundry
  - Bathing & Toileting
  - Continence Care
  - Dressing
  - Incidental Transportation/Errands/Shopping
  - Medication Reminders
Other Services

Adult Day Programs

- For fee
- Activities based with some skilled resources

Home Health

- Offers skilled RN, PT, OT, ST in the home

Senior Center

- Great opportunity to be involved in activities and social engagement

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Other Living Options

- Independent Living (senior communities)
  - Activities and social engagement
  - Cost monthly rent or buy in
- Assisted Living
  - Activities and social engagement
  - Meal availability
  - Some RN over-sight
  - Additional services
Other Living Options

- Skilled Nursing
  - $10,000-14,000/month
- Respite
  - Some ALFs will offer respite where senior can stay for 2-4 weeks
- Home Care
- Hospice Care

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Aging Safely at Home

- Evaluating the home
  - Home Safety Checklist
- Making appropriate modifications
  - Home modifications don’t have to be a huge investment
    - Grab bars
    - Raised Toilet Seats
    - Shower benches
    - Non-slip mats & rugs
    - Sufficient lighting
The Benefits are...

- Enhancing Lives
- Nutrition, fitness and healthy lifestyles
- Social Interaction
- Reduce stress for family caregivers
- Home safety
- Community involvement
Home Care can help prevent hospitalization by making sure our client’s follow these simple steps:

1. Follow doctor’s orders
2. Don’t ignore symptoms
3. Reduce risks of falls and accidents
4. Stay active physically and mentally
5. Maintain a healthy diet
### Full Service Agency vs. Referral Agencies & Registries

<table>
<thead>
<tr>
<th>Compare Your Choices</th>
<th>Full Service Agency</th>
<th>Referral Agency &amp; Registry</th>
<th>Private Hire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Locate, screen, interview, train</td>
<td>☑</td>
<td>?</td>
<td>CR</td>
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<tr>
<td>Check employer references</td>
<td>☑</td>
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<tr>
<td>Verify USA work authorization</td>
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<tr>
<td>Withhold payroll taxes</td>
<td>☑</td>
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<tr>
<td>Negotiate salary/benefits</td>
<td>☑</td>
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<tr>
<td>Determine work schedule, cover days off &amp; holidays</td>
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<tr>
<td>Workers compensation insurance</td>
<td>☑</td>
<td>CR</td>
<td>IC or CR</td>
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<tr>
<td>Professional liability insurance or bond</td>
<td>☑</td>
<td>?</td>
<td>IC or CR</td>
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<tr>
<td>Payroll Requirements (SS, payroll tax, unemployment insurance, etc.)</td>
<td>☑</td>
<td>?/CR</td>
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</tbody>
</table>

☑ = included      ? = may not be included      CR = client responsibility      IC = independent contractor responsibility

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The Process

• No charge assessment or obligation conducted by Director of Client Services

• Develop profile and service plan

• Coordination with Staff Management to identify best CAREGiver for the individual(s) and situation

• Follow-up quality visits to ensure expectations are being met
The Process To Hiring An Agency

- How do you select your caregivers?
- Are your caregivers bonded, insured and covered by Workers’ Compensation?
- Do you do background checks on prospective employees?
- Do you deduct state, federal and local taxes from the caregivers’ checks?
- How long has the company been in business?
- Is there supervision of the caregivers by an administrative staff person?
- What kind of assessment for care can we expect from your agency?
- Is there a charge for an assessment?
- How often are patient care needs reassessed?
- What type of training do you provide for your employees?
Average Home Care Cost

**Hourly Rates**

- $35-38/hour for a full service agency

**Overtime Rates**

**AB 241** - Assembly Bill No. 241 is known as The Domestic Work Bill of Rights. AB 241 has **eliminated the overtime pay exemption for personal attendants, which includes caregivers in private homes**.

This bill requires that caregivers be included in overtime pay of time-and-a-half their regular rate of pay after working 8 hours in a day, and after working 45 hours in a week.
Quality of CAREGivers

- Thorough interview and screening process
  - Criminal national background checks; DMV; Sex Offender
  - We live-scan/fingerprint all caregivers
  - Drug test; TB test
- Bonded; general liability and workers comp insurance
- Mandate training on various topics
- CAREGivers are employees of Home Instead
Local Experience

- Founded in 1997 and serving 1000+ clients
- Our office has 9 Staff Members
- Community outreach
  - Donate caregiving hours to non-profit for low income seniors
- Involved in state level policies and legislation
Mission Statement

We are known as a trusted local resource committed to community involvement, education and providing non-medical home care for our seniors.
QUESTIONS?

Leslie Kefer
(650) 691-9671
leslie.kefer@hiseniorcare.com