



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

Employee Based Model	Registry/Independent Contractor Model
Caregivers are employees of Home Care Agency and receive wages, taxes and workers' compensation insurance paid by the Home Care Agency	The client is responsible for paying caregiver wages and taxes
Home Care Agency conducts background checks on each caregiver at no additional fee to the client/senior.	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
If Caregiver is injured on the job it is the Home Care agency's responsibility, not the client or their home owners insurance policy	No oversight to minimize risk of neglect, abuse and/or exploitation
Home Care Agency provides ongoing care oversight supervision to minimize risk of neglect, abuse and/or exploitation	No benefits offered to caregiver
Home Care Agency has pool of caregivers to provide back up if a replacement caregiver is needed for any reason	There is little or no concern given to averting hospital readmissions
Additional benefits to caregivers are offered such as health insurance and retirement planning	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:

