

## WHEN HIRING A CAREGIVER OR A NURSE: THINGS TO KNOW

VERY IMPORTANT!

BE INFORMED!

### FOR YOUR OWN BENEFIT READ THIS BEFORE YOU MAKE A DECISION

The **PROS & CONS** of a Private aide vs. **Licensed Home Health Care Provider** that provides **Certified Home Health Aides, Certified Nursing Assistants, Registered Nurses, Licensed Practical Nurses vs. Private Aides.**

When you hire Premier Care Nurses of America (PCNA) you hire superior quality CAREGIVERS or NURSES who meet the highest standards exceeding the state requirements, including: Level I and Level II background screening checks (with fingerprints to the FBI).

You will not have to deal with the hiring, replacement or supervision. We at PCNA encourage the families and our patients to concentrate on their respite care, well being and recovery as we take care of their needs. PCNA manages and supervises the entire process while encouraging the patients and their families to focus on quality time with each other.

Within the community in South Florida, we, PCNA deal with the most vulnerable and frail geriatric population. Through our CARE MANAGEMENT department, we provide patient advocacy and on-going supervision of our caregivers and nurses. This includes guiding the aides to better understand the changing needs of our clients, assuring the proper limits of care according to the practice acts of the various levels of professionals and mediating difficult relationship issues.

The State certified nursing assistants and nurses we refer you to will provide a range of services to the person in need. For instance, if you have a family member that has Alzheimer's, PCNA will provide a certified home health aide or certified nursing assistant that has the experience and the training with this debilitating disease.

Initially, hiring a private aide may be more cost effective. However, there are some potential problems, unintended consequences and liabilities that you should be aware of when hiring privately. When you hire a private caregiver, you actually become an employer and may be required to pay your employee's Social Security, unemployment and payroll taxes. Also, most often private caregivers do not carry professional liability which can protect them and a client.

When you are hiring privately you usually overlook the facts such as finding out about the caregiver's screened background check, physical exam and other credentials which the Home Health Care provider closely follows and seeks out in order to provide psychologically and physically well qualified and screened caregivers. Private employers usually are happy to just have a person that will take care of them, but when a proper check has not been conducted the Patient can be exposed to a number of issues: Patient abandonment, Theft, Manipulation, Neglect, Abuse or Financial fraud. Etc.

When you have a private aide there is little to no supervision and chances are that the aide may not report to anyone. There could be abuse, exploitation, neglect and one would never know it. What happens when the private caregiver gets sick and there is no replacement? Or the private caregiver refers someone new and no one does the screening? However, all of these potential risks are prevented

when there is a licensed Home Health Care provider in place. There is great security and control in place as well as quality assurance thus these issues are avoided.

PCNA through their CARE MANAGEMENT department continuously supervises and monitors their cases.

The Home Health Care provider will always have a ready replacement if the Caregiver is not working out as expected by the Patient. Also, if the caregiver is requesting time off PCNA will have the relief caregiver readily available.

The family members can always count on The Home Health Care provider to obtain information which at times PATIENTS or PRIVATE CAREGIVERS do not divulge. Typically Patients enjoy and want their sense of independence, privacy and confidentiality.

Having access to real DAY to DAY information about the Patient's condition can be difficult and therefore CRITICAL to the welfare of the Patient. The VALUE of having a Home Health Care provider is that certified Caregivers and Nurses mandatorily report the Patient's condition daily so that the appropriate course of action can be implemented and this is shared with the family members.

In the event of an EMERGENCY calling the Home Health Care provider along with 911 will always be effective and immediate as the Caregiver or the patient reaches our Care Managers and Nurses to receive further instructions. PCNA is knowledgeable, professional and always available 24/7/365.

Another benefit of being with Home Health Provider is that during the Hurricane Season our patients become part of our Emergency Plan. Special Assistance for the patients and their pets are available *(based upon availability)*.

**Premier Care Nurses of America “PCNA” will always keep the family, the Patient and the medical team connected and informed at all times. We provide you with the care; therefore, you have “Peace of mind”.**