

# Avoiding Mistakes When Hiring Private Care Providers

By Maggie Roach-Ganaway, Caregiver Support Coordinator, Cape Breton

With more and more caregivers looking to hire private care providers, it's important to make sure to hire the right one for your loved one. Whether it is with a private agency or private individual there are a few things you will have to keep in mind to make sure you get the right fit for everyone.

The first step is to find a care provider. If you are looking to hire an agency there are few different places to try: contact 211, the phonebook, google, or our Caregivers NS website that has a list of the local agencies in your area. If you are looking to hire an individual care provider, it may be a little more difficult to find, but not impossible. You may first want to ask friends and other family members if they know of someone who does this kind of work. Advertising in the local paper, an online job site, posting at a local Community College that offers training for care providers, talking to a Social Worker or Continuing Care Coordinator, or your regional Caregivers NS Support Coordinator, as they may have a list of individuals that do this work, are all good options for finding individual care providers in your community. Just remember it will be up to you to do background checks and any vetting to make sure they are a good fit for you and your loved one.

Once you have some names, the next thing you will have to do is an interview, and this is the most important part of finding the right fit. If you are looking to hire an agency you may want to check out their website first to see what services they offer and their rates and hours. When you talk with them, have a list of questions ready to ask them. If you're not sure what you should ask there is a list of 20 questions available on our website that you can find here: [https://caregiversns.org/images/uploads/tiac/Twenty\\_Questions\\_to\\_Ask\\_Potential\\_Care\\_Providers.pdf](https://caregiversns.org/images/uploads/tiac/Twenty_Questions_to_Ask_Potential_Care_Providers.pdf)

Hiring an individual will require a little more work on your part, as you can't just let anyone into your home. Do your

homework. Some of the things you should remember are:

1. Ask for a resume which should include at least three references and a criminal record check.
2. Write out a list of questions. You may want to include things like what experience they have, what is their training or licensing, how long they have been doing this kind of work, personality questions, special skills, what hours do they cover and their hourly rate are just a few.
3. Outline your expectations with them from the start. Think about things like cell phone use, transportation requirements, flexibility, inclement weather, and housework.
4. You may want to ask them about their expectations for the job to make sure you are on the same page.
5. After the interview, be sure to call the references provided and have a list of questions ready to ask them as well.

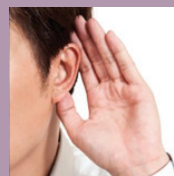
The final thing I would like to mention is that not everyone has the resources to cover the cost of private care, but there may be ways to get the funding you need to get the help you require. Continuing Care and Community Services have some programs that provide funding for this, and your Caregivers NS Support Coordinator can help direct you to the program that may work for you and walk you through the process, so don't hesitate to call.

Not everyone will qualify for programs, but it is a good starting place. Some private insurance plans will provide funds to cover private care as well, so always check your policy.

This may seem like a daunting task at first, but remember it will make your life and life for your loved one that much better.



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