

## HOME CARE AGENCY vs. INDEPENDENT CONTRACTOR

Independent Contractor (Privately Employed Caregiver) – A person who is individually hired by a family member or the person needing assistance.

- According to the IRS, Families who hire and pay individual caregivers for service in excess of \$1400 per year are responsible for the payment of all employer taxes which include Social Security & Medicare Taxes, State & Federal Unemployment Taxes, and filing the necessary reports.

***With Helping Hands of Cleveland your rate includes the Employee Withholding & the Employer portions of Social Security, Medicare, SUTA & FUTA. It also includes the timely filing of all required reports.***

- Failure to provide workers compensation can leave the employer vulnerable to a law suite for hospital costs, injuries, lost wages, damages, and even claims against the estate.

***Helping Hands of Cleveland's hourly rate includes Workers Compensation and General & Professional Liability coverage.***

- You should always do a thorough criminal background check, drug test, and screening prior to employing anyone to come into your home as a Care Provider. As an employer you will be responsible for creating the schedule, supervision, following up on no-shows, you or someone else being able to cover the employee if they call out sick or need additional time off. You'll need to find a replacement and dismiss the employee if a personality conflict arises or questionable activities.

***With Helping Hands of Cleveland as the employer, we do the work so you can spend time being with your family and doing the things you enjoy doing the most.***