

## ARRANGING FOR IN HOME CARE

A number of options are available in Australia for obtaining in-home care. A good starting point is to assess the needs of the person being cared for. Almost any type of help is available in the home from housekeeping, to personal care, right through to nursing and palliative care.

When you have identified the type of help required, it is important to clearly define what you are looking for in the carer. A job description is a great way to do this and writing one should be fairly straightforward, be sure to include the following:

- Qualifications and/or experience (Senior First Aid Certificate, Registered Nurse, Personal Care Attendant)
- Drivers Licence (is a car needed?)
- Ability to lift care recipient and/or operate special equipment
- Experience with memory impairments and/or other disabilities
- Cultural and language skills
- Once you have a good idea of what you are looking for, it's time to consider your search options.

If you decide to use an agency, then the screening, reference checking, hiring (and maybe even firing) are all handled by the agency. If you employ a carer privately, it is important to feel comfortable about providing training where necessary, assessing their suitability for this kind of work and knowing how to go about terminating the employee if necessary.

Most importantly always check references thoroughly of any applicant who applies to work in the home. Be aware that compliance with employment laws and covering the carer for Domestic Workers Compensation insurance is required of all employees who work in the home.

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