

In-Home Service Options

Comparison Chart of HCW & In-Home Care Agency Services

TASK	HCW	IN-HOME CARE AGENCY
Screen, Locate & Hire Workers	CE or Rep. selects but HCW must meet APD approval rules	Handled by agency
Worker leave & coverage	Handled by CE or Rep	Handled by agency
Services Authorized	Determined by CE or Rep & Case Manager, if covered by Medicaid & prior authorized	Determined by CE & Case Manager, if covered by Medicaid & prior authorized
Limitations	Varies by individual HCW	Limited by agency policy, licensing rules, or APD Rules (ex. bending, lifting)
Address performance issues	Handled by CE or Rep	Handled by agency
Change of worker	Handled by CE or Rep	Change requested by consumer, dismissal handled by agency
Work Schedule (hours, days, time)	Flexible, determined by CE or Rep and HCW	Flexible, determined by CE or Rep in coordination with agency HCW
Transportation (if prior authorized)	HCW may transport CE if vehicle is available. HCW must have verified DL/Insurance if using personal vehicle	Worker may transport if agency offers this service
TASK	CEP	IN-HOME CARE AGENCY
Geographic Availability	Generally available statewide	Available within service area of agency (within 1 hour's drive of an office)
Delegated Nursing Tasks (example: Insulin injections)	Performed by HCW if delegated by RN	Performed by HCW if delegated through an agency contracted RN
Maintaining employment records	Handled by CE or Rep	Handled by agency
Workers' compensation injuries	CE or Rep provides information to insurance company	Handled by agency
Supervise work and direct services	Handled by CE or Rep	Handled jointly by agency and consumers
Training	Handled by CE or Rep and Home Care Commission	Handled by agency
Worker Benefits	Covered under union contract	Handled by agency
Costs	Depends on CE income, hours and cost of service	Depends on CE income, hours and cost of service

KEY: *CE*- Consumer-Employer; *HCW*- Homecare Worker; *Rep*- Representative; *RN*- Registered Nurse; *APD*- Aging and People with Disabilities (Updated: 2/2019)