



2865 North Sherman Avenue
 Madison, WI 53704
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www.daneadrc.org

Hiring a Caregiver

You want to hire a caregiver, but are not sure if you should work with an agency or hire someone privately. There are a number of things to consider when making this decision. Let's explore how they compare.

Hiring an Agency – They are the employer

Hiring a Private Caregiver – You are the employer

Agency handles recruiting, background screening and training of caregivers.	You handle recruiting, background screening and training of caregivers.
Agency is responsible for payroll, tax withholding, insurance (including workers' compensation), etc.	You are responsible for payroll, tax withholding, insurance (including workers' compensation), etc.
Agency sets hourly rate (cost of employer responsibilities built into rate).	You negotiate hourly rate with the caregiver/s you hire.
Agency can provide back-up staff in case of primary caregiver absence or emergency.	You develop a back-up plan if your primary caregiver is absent or unable to perform work.
Agency is responsible for handling concerns and complaints about caregiver performance.	You are responsible for addressing concerns and complaints about caregiver performance with your caregiver.

Now that we've explored the difference in employer responsibilities, let's take a look at some pros and cons of working with an agency or privately hiring a caregiver.



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Pros & Cons of Hiring an Agency

Pros:	Cons:
Less responsibility and work for you as you do not have employer responsibilities.	May charge a higher hourly rate than privately hiring a caregiver.
May have variety of caregivers with different skill sets to meet different needs.	May experience more frequent staff turnover.
May be able to accommodate variable schedules or provide back-up staffing.	May have a minimum hour requirement. May have to use multiple caregivers.

Pros & Cons of Hiring a Private Caregiver

Pros:	Cons:
More control and choice in caregiver selection and finding a good match for your needs.	Responsible for all screening, training, supervising and dispute resolution.
Have more flexibility in negotiating pay rates and is usually less expensive than hiring an agency.	Need to adhere to all applicable laws and tax withholding. May need to seek professional for advice, such as an attorney, accountant or tax professional.
More flexibility in negotiating roles, responsibilities, scheduling, etc. with caregiver.	Need to develop employment contract.

Have you decided to work with an agency?

The ADRC of Dane County has a list of agencies that provide in home care. We can also provide you with a list of interview questions to use while you are selecting an agency to work with.

Have you decided to privately hire a caregiver?

The ADRC of Dane County has a list of tips and things to consider to help you along the way.