

Tel: (302) 358-2114

1521 Concord Pike, #301
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Thinking about *home care* for a loved-one? Read this first.

Delaware's Department of Health recently introduced a new home care license model – The *Home Health Agency, Aide Only*. The aim is to get both medical expertise and oversight into non-medical homecare and to create more professional and business-like providers. The table below shows why you should choose a Home Health Agency.

Licensing criteria	Home Health Agency, Aide Only (HHA-AO)	Personal Assistant Services (PASA) (Most franchises)	Implications
Regulatory Model	Unskilled, Medical	Social	<ul style="list-style-type: none"> HHA-AO's must have medical experience and oversight
Clinical Director	Full time RN, geriatric expertise	Not required	<ul style="list-style-type: none"> HHA-AO's expected to be medically-minded and to use trained caregivers supervised by an experienced healthcare professional
Agency Director	Bachelors' in a health-related field	No qualifications required	
Assessment and admission	Nursing Assessment: <i>Physical, Social, Mental. Review of drug regimen</i>	No Nursing Assessment. <i>Physical, Social, Mental</i>	<ul style="list-style-type: none"> Drug review is important to understanding side-effects. How is a non-healthcare person evaluating Physical & Mental status? The HHA-AO's care Plan is expected to be medically sound. HHA-AO's medical review is of the entire dynamic. Caregiver can add input about the patient's condition that might add more insight & lead to a better care Plan
Care Plan	Established by an RN. <i>Nursing Assessment, Needs Assessment, Care Plan</i>	Established by Director who is <i>not</i> required to have medical expertise.	
Supervision	Performed by an RN Every 60 days		
New Hire caregiver requirements	75 hrs. of training to include instruction and practicum. If had a break of more than 2 yrs., training course must be repeated.	No 75 hr. HHA training program requirement!	<ul style="list-style-type: none"> Better providers use CNA's (150 hrs. of training) who have Nursing Facility experience. CNA's are trained to spot potential problems so they can be dealt with in early stages. HHA-AO caregivers are learning up-to-date information and techniques and broadening their professional expertise.
Staff Development	Training supervised by an RN. 12 Hrs. annually and must use State-approved CEU's (Continuing Education Units).	None required	
Disaster preparedness	Substantial section in regulations with extensive requirements	None mentioned	<ul style="list-style-type: none"> HHA-AO's required to think-through and plan for the safety and wellbeing of their patients (& caregivers) in a broad range of emergency situations. Must ensure uninterrupted provision of care even in extreme circumstances.
Quality improvement	Ongoing program required. Includes performance measures, patient satisfaction, and process reviews	No Quality Improvement Program required. Review & evaluation of P&Ps required.	<ul style="list-style-type: none"> HHA-AO's expected to be a more professional and well managed

Source: Delaware Division of Public Health, Office of Facilities, Licensing and Certification

Four Seasons Healthcare is licensed as a Home Health Agency -Aide Only (Unskilled, Medical Model) in Delaware (HHAA0-021) and as a non-medical provider of in-home care in Pennsylvania (19323601). We are an Agency and not a Registry. We are not a franchise. We are RN Run and RN Supervised. We are a Long Term Care Medicaid Waiver provider in DE and PA. You can see the Delaware Home Care Regulations at our website. Be safe – understand the regulations. They are there for your protection.

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It is important to know the difference between a Homecare Agency and a Homecare Registry as you could find yourself with unwelcome liabilities.

Area of responsibility	Homecare Agency	Homecare Registry
Caregiver employment status	Employee	Contractor
	Who assumes liability?	
Employment relationship	Agency	Consumer
Payroll taxes ¹	Agency	Consumer
Worker-related injuries	Agency ²	Consumer
Supervision		
Care plan	Agency	Registry
Ongoing supervision	Agency	Consumer ³

¹. Social Security, Medicare, Federal and State unemployment, and State and Federal payroll taxes for the caregiver.

². Agencies and all employers, by law, have to carry Workers Compensation Insurance.

³. Supervision by the registry would constitute an employer-employee relationship between the Registry and Contractor.

Additionally

- A Registry *cannot* be licensed as a Home Health Agency – Aide only. All Registries are PASA's. This is primarily because of a lack of a business structure that conveys employment status and rights on the caregivers. Registries do not employ caregivers -they refer them to you.
- The quality of home care is primarily driven by the quality of supervision. Make sure you ask who will supervise your loved-one's care and how it will be supervised.

Support the campaign for real in-home care TM