

In-Home Services (Public and Private Pay) July 31, 2012



All About IHSS



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Eligibility



- Aged (over 65), Blind or Disabled (All Ages)
- Eligible for Medi-Cal (Can Have Share of Cost)
- Unable to remain safely in home without assistance
- Health Care Certification Signed by a Licensed Health Care Provider

Application Process

Application
Call Center



- Call (714) 825-3000
- Have Information (Name, Address, Social Security Number, Medi-Cal Status)
- Describe Areas Requiring In- Home Assistance
- If not Recipient, Must Get Their Approval

Needs Assessment by Social Worker



- In Client's Home
- Authorizes Services Required and Number of Hours
- Reassesses Annually or When Condition Changes
- Client has Appeal Rights
- Minutes for Each Task
- Maximum Hours are 283 Per Month – Average is 76

Tasks Covered by IHSS

- **Domestic and Related Tasks (D&R)**

- Housekeeping
- Shopping for food/errands
- Laundry
- Meal preparation & clean up

- **Personal Care Tasks**

- Bathing
- Oral hygiene
- Dressing
- Ambulation
- Feeding
- Grooming
- Transfer
- Bowel and bladder care
- Giving medications
- Care of prosthetic devices
- Driving to medical appointments
- Repositioning/rubbing skin
- Respiration (non medical)
- Paramedical procedures (Dr. order)



Common Tasks Not Covered

- Transportation for social activities
- Care for pets
- **Wait** for client while they see their doctor
- Clean the garage
- Repair automobile or take it in for repairs



Common Tasks Not Covered

- Assist client with filling out forms
- Assist client with financial issues, such as writing checks, paying bills
- Provide services to family members/friends
- Visit or socialize with a client
- Water or otherwise care for plants



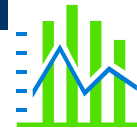
IHSS Care Providers

- IHSS provides payments to care providers at the rate of \$9.30 per hour
- The client or the client's guardian/authorized representative is the legal **employer**
- Public Authority has registry (714) 825-3174
- Must Attend Orientation and be Fingerprinted
- About 70% of IHSS providers are relatives and many live together



Demographics/Statistics/Trends

- Cases:
 - * 5,000 in 2001
 - * 20,000 in 2012 (Average Caseload 375+)
- Clients:
 - * Increase in Minors and Those of Over 80
 - * Increase in % of Minority Populations
 - * Increase in Those With a Share of Cost
 - * Increase in % of Non-Severely Impaired



Common Types of Fraud in IHSS

- Provider billing for hours not worked
- Exaggeration of recipient need
- Billing when recipient is deceased
- Billing when recipient is out of home
- Being both a recipient and a provider of the **same** services



Common Types of Fraud in IHSS

- Hiding financial assets to qualify for Medi-Cal
- Physicians documenting non-existent or exaggerated conditions
- Unreported changes in household composition
- Forgery (timesheets)
- Internal fraud





Major Legislation and Cuts

- 2010 3.6% Cut Extend Until 6-13
- 2012 7% Permanent Cut Rejected
- 2012 IHSS as Part of Gradual Process
Medi-Cal Managed Care Starting with Medi-Medi Population
- 2011 20% Cut Pending in Courts
- 2011 Cuts to D&R Rejected



The Future of IHSS

- We want to preserve the program but it probably will look different in years to come
- We want to continue to serve those most vulnerable in our community
- We want to do our best to limit any fraudulent activity as it takes resources from those who need it
- We want the support of our community partners – like YOU!

Hold Questions Until End

- Next we'll hear from Jack Light of Caregiver Resource Center
- Hiring private pay caregivers

Hiring Home Care

Jack W. Light, LCSW

Presentation Outline

1. Introduction to CRC
2. Know your loved one's personal care wants and needs, as well as, your own.
3. Hiring an Individual or Using an Agency
 1. Considerations – Pros & Cons
 2. Implications – What the law says...
 3. Precautions – Before you hire...
4. Resources
5. Q & A...

Serving Orange County since 1988

Mission:
"To Increase the
Quality of Life of
Caregivers by Helping
Families and
Communities Master
the Challenges of
Caregiving"



A program for family caregivers

Education, Support and Counseling

- Professional staff focusing on issues specific to successful family caregiving and self care.
- Services are provided in a variety of modalities i.e., individually, in groups and through a variety of events and classes.
- Grants for respite and other services

Knowing your Home Care Needs

- Gather as much information about your loved ones condition and the care required.
 - Detail the daily schedule of care and decide how much you are able to provide.
 - Make sure the space you have is appropriate and equipped for you and your loved one.
 - Think about getting an in-home assessment.

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Knowing your Home Care Needs

- What are the costs to providing care.
 - Is your loved one eligible for public funded or subsidized care.
 - Understand the benefits of their current health plan and any supplemental health insurance policies (i.e. LTC Insurance).
 - What other resources are available and what are you and/or others willing to pay for?

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Hiring an Individual - Pros

- You are in control
- You get exactly the person you want
- You “usually” pay less
- You can do the training
- You deal directly with the individual and don’t have to go through a supervisor
- You “dictate” the hours and wages

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Hiring an Individual - Cons

- You are the employer, as if you were running a business
- You have to do your own pre-employment screening including background and health
- No established back up for absences
- Most individuals want a “full time” schedule and full time compensation
- You may need additional liability insurance now that the home is a work place

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Implications - What the law says...

- You are the employer of record
- You will abide by all labor laws that apply to the circumstances specific to your hiring of an employee which includes:
 - Making and tracking all payroll deductions
 - Provision of "Worker's Comp" insurance
 - No hiring of undocumented persons

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Implications - What the law says...

- Internal Revenue Service
 - Publication 926, Household Employer's Tax Guide (Revised March 6, 2012)
- California Employment Development Department (EDD)
 - DE 8829, Household Employer's Guide, and
 - DE 231L, Information Sheet

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Precautions – Before you hire

- Background check of individuals
 - Identification, DL, SSN and/or other forms of ID
 - Utilize background check services online or review public records
- Have a formal agreement that includes:
 - Specific services to be provided
 - Expected behavior while at work
 - Termination guidelines

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Precautions – Before you hire

- Home Care Agencies are not all the same, ensure that:
 - They fully employ their staff and are not a registry
 - They are a “going concern”
 - They carry worker’s compensation insurance, liability insurance and an employee dishonesty bond
 - They have background checked their employees, and screened for tuberculosis

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Precautions – Before you hire

- Agencies are not all the same (cont.)
 - Request detailed explanations of their fee schedule
 - Minimum hours, extended contracts, choice of staff, overtime, changes in level of care, etc.
 - Seek out local references
 - Check with professional organizations:
 - National Private Duty Association
www.privatedutyhomecare.org
 - California Association for Health Services at Home
www.cahsah.org

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Precautions – Before you hire

- **Ensure the person you choose, or is provided by the agency, is a good fit for the person receiving the care.**
 - Does the person have the appropriate credentials and training for the care to be provided, i.e. LVN, CHN
 - Observe and monitor to get a “gut level” feeling of how the relationship will work out between your loved one and the caregiver.
 - Expect to feel comfortable with the care provider; do not discount your opinions about the person, even if it is unrelated to the care provided.

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INFORMATION & ON-LINE HELP



www.adrcoc.org - Referrals to various community resources including home care agencies and facilities

www.caregiveroc.org - Specialized referrals to various community resources, as well as fact sheets and general information related to caregiving.

www.link2care.org - Secure website with information and online support services.

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COMMUNITY PARTNERSHIPS

CAREGIVER RESOURCE GUIDE



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A Great First Call for Family Caregivers!

Caregiver Resource Center
St. Jude Community Services
130 W. Bastanchury
Fullerton, CA 92835
Phone (800) 543-8312

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Wrap-Up

- Questions for Either Presenter
- Please complete Evaluation
- Thank you for coming

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