



Tips for Hiring a Caregiver

Ask your ALS Support Services Coordinator or ALS care team for a list of caregiving agencies who have worked with people living with ALS. People living with ALS often have specific needs and an experienced caregiver may provide the best care. Prior to contacting caregiver agencies or independent caregivers, **we encourage you to spend time creating a list of your needs, preferences, and expectations for care.**

MY ALS COMMUNICATION PASSPORT TO QUALITY CARE Since the caregiver will be coming into your home, we advise being up front with the agency and/or caregiver regarding your personal preferences. My ALS Communication Passport to Quality Care was created to make your life easier. You will be able to share health information and care preferences with caregivers. You have a lot of information to keep track of, and this tool will help you do that. To find out more, visit: lesturnerals.org/passport.

Consider the hours per day/week and the time of day that you require care. Creating a list of questions to ask an agency or individual providing care will help you identify the right person to meet your needs.

Topics to Consider Discussing:

- Gender of the caregiver
- Languages the caregiver speaks
- Whether the caregiver smokes
- How the caregiver feels about pets in the home

Based on your list of needs, expectations, and preferences, you'll be able to identify questions to ask a caregiver agency or private caregiver, such as:

Questions to Ask a Caregiving Agency:

1. What geographic area do you serve?
2. Do your caregivers have experience caring for someone with ALS? Do you provide specialized training to your caregivers on the needs of individuals living with ALS? Do your caregivers have a certified nursing assistant CNA designation?
3. Does your agency work directly with Long Term Care Insurance Companies for reimbursement?" (if applicable)
4. Does your agency work with the Veterans Administration for reimbursement? (if applicable)
5. Is your agency licensed or accredited and, if so, by whom?
6. Is your agency bonded? Are your employees bonded? (When a caregiving agency bonds its caregivers, this means the agency has purchased a bond that covers you, the client, should any theft or damage to property occur when the caregiver is present.)

7. How long have you been in operation?
8. What type of employee screening is done? Can the agency provide references?
9. Will the agency take care of all the required payroll paperwork, including taxes and social security contributions?
10. Who supervises workers? What training do the supervisors receive?
11. Will I receive a care plan in writing before service begins?
12. Will I have the same caregiver each time, or will it be a different person? If my primary caregiver is out sick, will the agency deploy an alternate?
13. Is someone at the agency available to handle questions or problems 24 hours a day?
14. What are the hourly fees or daily rates?
15. What are your minimum/maximum hours of service in a day or week? Are there service limitations in terms of tasks performed?
16. What is your policy for communicating with me and my family members?
17. Are employees required to have Covid-19 vaccinations?

Questions to Ask an Independent Caregiver:

1. Have you worked with an individual with ALS?
2. Do you have references I can contact?
3. Do you smoke?
4. Do you mind pets in the home (if applicable)?
5. Are you vaccinated against Covid-19?
6. Have you been trained as a certified nursing assistant?
7. How many days of the week and hours per day are you available?
8. Do you expect the family to provide meals, to receive a meal stipend or will you bring your own meals?
9. If hiring for a live-in caregiver:
 - What days of the week would you want off?
 - Would you be able to provide coverage on your days off?
 - What kind of sleeping arrangements do you require?
10. What are your rates? Hourly? Daily? Weekly?
11. Would you be willing to do the following?
 - Cooking, meal preparation, feeding the individual?
 - Shopping, laundry, housework?
 - Assist with hygiene: dressing, bathing, toileting, etc.?
 - Assist with respiratory treatments?
 - Preparing and administering tube feeding?
 - Administer medication?
12. Do you have any physical limitations or restrictions on your activities?
 - Assist with ambulation that may include lifting?
 - Are you able and willing to use a gait belt and/or Hoyer lift?