

# Selecting a PCA

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2008 Annual Membership Meeting

Flamingo Hotel, Las Vegas

March 28, 2008

# Objectives for Choosing a Caregiver

- ◆ The patient and family will have the tools to choose a caregiver.
- ◆ They will be able to clearly define duties and expectations.
- ◆ By using these tools the selection process will enable them to pick the best candidate to care for the patient.

# Establish and Assess the Need

- ◆ Condition of patient
- ◆ Services that will be required: lifting, changing, bathing, feeding.
- ◆ Length of Service – Hourly – Daily – Weekly
- ◆ Salary or Compensation
- ◆ Other resources available.

# Maximize Patient Input During Selection

- ◆ Preferences: male or female
- ◆ Ethnic restrictions if any
- ◆ Age of patient and potential caregiver
- ◆ Participation in interview process.

# Interview and Selection process

- ◆ Choose source of caregiver: agency, church, community organization, newspaper ad.
- ◆ Clearly define expectations and duties of caregiver. See sample ad.
- ◆ Have understanding of payment whether private, community affiliation or voucher program.
- ◆ Have outline of duties and responsibilities ready for all parties during interview.
- ◆ Assess verbal and non-verbal responses.
- ◆ Call references.

# Sample Ad

- ◆ Assist El Cajon male w/disability. Help exercise, dress, fix breakfast & light chores and run errands. \$16/hr to start; 12-15 hrs/wk (additional hours may become available later). Must be dependable, be able to help transfer (not lift) 150 lbs. Person, be a good driver, & like dogs.

# Have a Trial Period and Escape Clause

- ◆ Set up a time for potential candidates (select 2) to observe whomever is doing care now.
- ◆ Ability to terminate caregiver if either party is not satisfied.
- ◆ Back-up plan if caregiver unavailable.