



who employs the carer on your behalf? Will the carer provide their services on a self-employed basis or will you employ them?

Taking on a carer who is employed through an agency can be costly, particularly if their services are likely to be required over a long period. There may also not be the level of choice of individuals available, but, on the plus side, the process is quite straightforward and works well for many.

If there is more than one carer working on a rota (very often two weeks on/two weeks off), both carers can be self-employed. On this basis you would simply settle their invoice when it is presented, generally at the end of each two-week rota period.

If the carer is not self-employed or paid through an agency you must act as their employer. In this instance you must:

- ◆ Check if the person can work in the UK
- ◆ Have employer's liability insurance
- ◆ Register as an employer
- ◆ Set up and run payroll, or pay someone else to do it on your behalf*
- ◆ Pay statutory benefits, for example maternity pay and sick pay
- ◆ Deduct and pay the employee's income tax and National Insurance contributions

*If you do not have an accountant a domestic payroll agency will set up your carer's payment scheme and will prepare a contract for your employee. They can also advise about pension contributions.

Finding the right carer is key. Through the pages of *The Lady* and our jobsboard, jobs.lady.co.uk, you will find agencies and individuals offering their services, or you can run your own advertisement, detailing precisely what you require. It can feel like a minefield, but *The Lady* and our advertisers are here to support you in any way we can.

The important thing to remember when seeking care is that you are not alone. We are here to help. ■

DIRECTORY

ACCESS CARE

From short-term placements to more permanent live-in arrangements, this agency offers bespoke packages to fit your or your relative's needs.

access-care.co.uk,
01264 319399

DOLPHIN HEALTHCARE

This company focuses solely on providing first-class domiciliary and 24-hour live-in care. Private, council and NHS patients accepted.

dolphinhealthcare.co.uk
01722 441 994

MUBERRY LIVE- IN CARE LIMITED

A family-run, Wiltshire-based company with carers trained in specialisms such as dementia, Parkinson's disease and stroke.

mulberryliveincare.co.uk,
01380 870270

PILLAR CARE

Voted one of the top London care providers, trained professionals in your home are backed up with 24/7 managerial support to put your mind at rest.

pillarcare.co.uk,
020 7482 2188

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Carer companions

- ◆ Provide physical care and support to a client
- ◆ Assist with bathing, grooming and dressing
- ◆ Handle household tasks such as grocery shopping and laundry
- ◆ Prepare and serve meals and snacks
- ◆ Administer oral and topical medication, monitor fluids
- ◆ Assist with prescribed physiotherapy exercises or an exercise regime
- ◆ Provide mental and emotional support
- ◆ Make recommendations to family members and healthcare personnel
- ◆ Organise suitable recreational activities
- ◆ Collaborate with other healthcare professionals to provide the best possible care
- ◆ Drive to appointments, visits out to garden centres etc or for lunch
- ◆ Provide companionship
- ◆ Help with pet care

Once the decision has been taken for care to be put in place, you will need to decide how best to achieve this. Will you seek care through an agency