



# New Division Answers Unmet Care Needs of The Disabled *by Dot Folz*

GRISWOLD SPECIAL CARE has always been dedicated to providing high quality home care for the older individual. From its very beginning, however, the company has also provided care for persons under 65 years of age with disabilities. This commitment to assisting younger persons living with a disability was solidified recently with the announcement of the creation of a new disabilities division within the company.

Kent Griswold, President, was awarded his doctorate in Health Administration from Kennedy-Western University in Fall, 2004. In his dissertation entitled "The Evolving Needs for Home-Care Services Within The Aging Population Of Those Living With Multiple Sclerosis", he studied services currently available in relation to needs still unmet in this population. From his research, Dr. Griswold found that the homecare industry as a whole is primarily focused on the elderly. His research has shown, however, that 31% of persons living with a disability who have long term care needs are 65 years of age or younger.

Establishing a new division, as opposed to simply increasing services, is a significant acknowledgement of the needs of persons living with a disability. "We want Clients who have a specific disability to feel confident that their Caregiver has demonstrated a fundamental knowledge of the disease

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## The Pitfalls Of Hiring A Caregiver Privately

*by Fiona Middleton M.S.M., and Diane Walker, RN, M.S.*

According to the MetLife Mature Market Institute (1), nearly one in four adults currently cares for an older family member or an adult with disabilities, and the number is growing each year. With the cost of care rising, many families try to save money by hiring a caregiver privately. Whether you find a caregiver through the local newspaper, or rely on referrals from friends and family, hiring privately may cost more than using a reputable agency. Here are some considerations that can save you time and money.

**Interviews** - Reputable agencies conduct time-consuming, two-hour behavioral-based interviews because past actions are good indicators of future behavior. When done correctly, a behavioral interview will identify

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## Six Dimensions of Wellness

*by Diane Walker, RN, M.S.*

Colin Milner recently identified six dimensions of wellness for older adults (1). The dimensions focus attention on the whole person and can be very useful for family and professional Caregivers who provide assistance to relatives or friends and clients respectively. Family Caregivers can use the dimensions to evaluate whether the quality of care being provided to their loved one addresses the whole person or to structure the care they themselves are providing. Professional Caregivers who want to empower the Client to be as self-directed as possible can use

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### Special points of interest:

- Pg. 2 New Book For Family Caregivers
- Pg. 4 Information Available on the Website

and can competently address their individual needs for care. This requires more than a basic understanding of home care,” states Dr. Griswold. Organizations affiliated with specific diseases or conditions such as Multiple Sclerosis and ALS have been approached for support. Certification programs for the individuals who will be referred to assist this younger disabled population are in development. Materials such as brochures are being studied and will be revised to assure acceptable language. While the frail elderly may find comfort in the phrase: “we’ll care for you” persons under 65 years of age may find it condescending and not reflective of their needs for control.

*GRISWOLD SPECIAL CARE*’s services have always been *customized* and *individualized*. The new division will continue this *Tradition of Homecare Excellence* and seek to empower Clients living with a disability to live full and vital lives.

Roberta Satow has cared for her mother since she was diagnosed with Alzheimer’s disease five years ago. While you may learn some helpful tips about caregiving in the book, its focus is on the emotional upheaval that can accompany being thrust into the role of caregiver. In *Doing The Right Thing: Taking Care Of Your Elderly Parents Even When They Didn’t Take Care of You*, Satow, a sociology professor, candidly speaks about the waves of frustration and resentment young adults may experience when trying to meet the demands of being a spouse, parent, employed fulltime and a caregiver. Satow confronts some of the more uncomfortable truths experienced by many caregivers. “You feel angry because of the situation you are in and then you feel guilty about being angry,” states Satow. She also provides valuable insights and advice on how to survive and even thrive on the experience. “It’s a chance at healing.” Published by Tarcher/Penguin Group. (Peg Tyre, Newsweek Web Exclusive)

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## **Pitfalls of Hiring Privately** *continued*

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Caregivers that exceed their Clients’ expectations. Directors from *GRISWOLD SPECIAL CARE* estimate that only one in fifty candidates responding to an advertisement actually make it into their Caregiver pool. Even if a family member is experienced in interviewing, this is a huge, costly investment of time to find one caregiver who may not last.

**Reference Checking** - Private caregivers frequently provide letters of recommendation from former clients or dates of employment from former jobs. Unfortunately, letters can be easily forged or friends may pose as former clients. Dates of hire are never accurate predictors of quality performance. A reputable agency will spend time thoroughly verifying references by personally interviewing former clients and employers to determine fit and suitability.

**Criminal Background Checks** - The safety of a loved one is always a major concern in the selection process. Customarily criminal background information is not accessible by private citizens. An agency will review the person’s residency and check statewide and federal criminal background records as appropriate. These checks are also expensive.

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## **Six Dimensions of Wellness** *continued*

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the dimensions to encourage a broad spectrum of activity and personal choice. The dimensions are equally appropriate for use in a facility (assisted living, nursing home) or in the home.

**Emotional** – Several research studies have demonstrated the important relationship between positive thoughts and physical well-being. (2) Many older adults struggle to keep a positive outlook because of isolation, financial and medical worries, physical discomfort, and the loss of loved ones and close friends. These “losses” can also lead to clinical depression. Caregivers can have a very positive influence on the person’s sense of well being because of the relationship they build and the opportunity they provide to talk about feelings of loneliness, sadness and insecurity.

**Intellectual** – The mind needs to be stimulated on a regular basis to delay the onset of dementia and memory loss. Caregivers can help adults to be mentally active by providing interesting, current reading material/audio tapes, discussing articles and TV programs, reminiscing about the adult’s past memories, playing cards and listening to the radio. If the adult is able, taking trips to events can help both mental function and social interaction.

**Physical** – Exercise is defined as “planned, structured and repetitive bodily movement performed to improve physical

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**Identity Documents** - According to the US Citizenship and Immigration Services, it is unlawful to hire or continue to employ an alien who is not authorized work in the US. The appearance of many identity documents is changing because of new homeland security requirements. Reputable agencies are adept at identifying forgeries and keeping up with new requirements.

**Tax and Unemployment Considerations** – When you have a person providing services in your home that you identified through an ad in the newspaper or referral from another person, you may be held responsible for state and federal withholding taxes and unemployment claims. If you direct the caregiver’s activities, you may be identified as their employer unless the person can prove s/he is self-employed. An agency is your best buffer against such claims. Before finding a caregiver privately, consult with your tax accountant and reference IRS Publication 926 available at [www.irs.gov](http://www.irs.gov).

**Replacements and Substitutes** - According to a study conducted by the MetLife Mature Market Institute (2), family caregivers typically miss six or more days of work per year, and about one in five involuntarily quit their jobs. Service interruption because of illness, vacation, or better opportunities is one of the top reasons to use an agency. Imagine your potential loss of income each time a caregiver leaves! An agency will have a large pool of well-screened individuals from which to identify a replacement, speeding up the process and reducing unwanted work absences.

**Supervision of the Case** - Another key benefit of using an agency is the additional oversight it provides. No one in the family has to face the unpleasant task of disciplining or firing a caregiver who does not work out. The agency simply addresses your concerns or provides you with a replacement upon request.

**Customized Care to Meet Your Needs** - Finding a caregiver who meets all your needs when you want them to be met is usually very difficult when you are choosing from a limited pool. Instead of adjusting your needs or schedule to meet the Caregiver’s, an agency will work to customize its services to meet your requests.

**Ongoing Educational Opportunities** - The conscientious agency will make workshops and other learning opportunities available to its caregivers. The time spent with professionals and other caregivers in the industry is invaluable to the development of a professional Caregiver and the overall quality of the care that is delivered will be better.

- (1) MetLife. “The MetLife Juggling Act Study.” 1999.
- (2) MetLife. “The MetLife Study of Employer Costs For Working Caregivers.” 1997

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fitness.” (3) The positive effects of physical exercise and good nutrition through out the lifespan are *well* documented. Regular physical activity, particularly strength training and aerobic exercise, substantially reduces the risk of coronary heart disease, stroke, colon cancer, diabetes, high blood pressure and helps reduce obesity (4). Encouraging older adults in to participate in age appropriate exercise can also significantly reduce pain caused by arthritis and improve their flexibility, balance and coordination and sleep patterns.

**Social** – Human beings thrive on emotional bonds linking them to other individuals. Social isolation often leads to illness and mental decline. Caregivers can help adults to get out into the community and participate in activities like attending church, clubs, luncheons and civic organizations. Just getting out to visit a friend, go shopping or to a movie can be helpful.

**Spiritual** – Spirituality is an important component of life, especially for many older adults. As adults age, they may become much more aware of their values and beliefs. Many clients appreciate the opportunity to reflect on their faith and beliefs. Yoga and Tai Chi have become very popular among women 55 and older as a form of both meditation and strengthening exercise.

**Vocational** – Retired adults have a wealth of time and experience to give to community organizations. Caregivers can encourage adults to fully use their life experiences, talents, and wisdom through participation in local civic and religious organizations. These activities also help form new friendships and foster feelings of positive self worth. Upcoming articles in *CARING TIMES* will focus on each dimension in greater depth and offer specific ways family and professional Caregivers can enhance the quality of the of their elder. The information is also available at our website at [GriswoldSpecialCare.com](http://GriswoldSpecialCare.com).

- (1) C. Milner. “The Six Dimensions of Wellness For Older Adults.” *Fitness Management*. October 2002.
- (2) N. Strand. “Think Positive.” *Psychology Today Magazine*. November/December, 2003.
- (3) B. Resnick. “Exercise For Older Adults.” *Advance For Nurses*. March 2005.
- (4) Centers For Disease Control. “The Importance of Physical Activity.” Nat’l Center for Chronic Disease Prevention and Health Promotion Website. March 2004.

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Today's Caregiver Magazine, recognized *GRISWOLD SPECIAL CARE* in 2003 with the magazine's first annual **Caregiver Friendly Award**. Today's Caregiver Magazine is a national publication dedicated to assisting family caregivers.

## *CARING TIMES* and Its Companion Web Page



GRISWOLD SPECIAL CARE

### *CARING TIMES*

#### The *CARINGTIMES*

newsletter and its companion online version are a service *GRISWOLD SPECIAL CARE* offers to clients and family caregivers. Experts in elder care keep you current with helpful articles, legislative updates, tips on caregiving, news about organizations and

more.

### On-line Caregiving Resources

Our website ([www.GriswoldSpecialCare.com](http://www.GriswoldSpecialCare.com)) includes a resource center that is designed to help make it easier for you to provide and arrange for care in the home. At this site, you will have access to past newsletter articles and other topics. Check the website each month for the latest information. Here are some of the features that are currently posted:

- ◆ A brochure to prevent falls at home
- ◆ The Caregivers Marketplace

- ◆ Welcoming A Caregiver Into Your Home
- ◆ Dehydration
- ◆ Preventing Caregiver Burnout
- ◆ Tax Related Issues
- ◆ Legal Documents: POA and Living Wills
- ◆ Poisoning Concerns In The Elderly

You will also find links to other national organizations that offer supportive services to family caregivers.

### Free On-line Subscription

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