



## **INFORMATION REGARDING PRIVATE DUTY COMPANIONS OR NURSES AIDES**

The Hebrew Home for the Aged at Riverdale provides adequate and appropriate staffing for resident care; therefore, the hiring and use of private duty companions or nurses aides is not encouraged. However, if a family member and/or resident wishes to engage a companion or nurses aide, they must follow the policies and procedures established by the Hebrew Home.

A family may choose to hire a companion directly or through a licensed private agency. A certified private nurses aide, performing aide duties, can only be hired through an agency. A current Hebrew Home employee will not be permitted to work as a private companion or nurses aide. If a resident and/or family chooses to hire a private duty companion directly, they must sign a "Resident Private Companion Agreement", and ensure that the companion has a current medical clearance before starting, and annually thereafter. If the resident and/or family hire a companion or nurses aide through an agency, then both liability and medical clearance is assured by the agency. In either case, a private duty companion will provide companionship, but not direct nursing care.

Before going on duty, any private duty companion or nurses aide must bring the required identification and documentation to the Nursing Department office for approval, and then to the Security Department to obtain an identification badge.

The Social Services and Nursing Departments will act as resources for residents and their families in regard to the request for and the employment of a private duty companion or nurses aide. The Resident Services Coordinator will provide a copy of the policy to families as needed, and will have the resident or family sign "the Agreement" should a non-agency companion be hired.



**Resident Private Companion Agreement**

I, \_\_\_\_\_ (family member/responsible party), acknowledge that I have received a copy of The Hebrew Home for the Aged at Riverdale’s (HHAR) policy on Private Duty Companions and Nurses Aides which I have read, understand, and accept. I wish to hire a private companion for \_\_\_\_\_ (resident), residing in Room \_\_\_\_\_.

Employment of a private companion may be directly by me or through an agency with which I have directly contracted services. Such private companion will provide companionship only and will not provide direct nursing care while on the premises of HHAR.

I acknowledge that if I directly employ a private companion, I am solely responsible for the employment of such private companion as well as the payment of any withholding taxes, unemployment insurance, workers’ compensation insurance, disability and/or social security payments that may be due as a result of such employment. (Please consult your legal or financial advisor about your obligation for these taxes and benefits, if any).

If I directly employ a private companion, I understand and agree that I will provide a current medical clearance to the Nursing Office. Such health assessment must include a negative PPD and/chest x-ray, as well as proof of immunity for rubella (German measles) if born before 1/1/57 and proof of immunity for both rubella and rubella (measles) if born after 1/1/57.

I also understand and agree that HHAR is not responsible for the employment or supervision of this private companion and assumes no liability for his/her actions, whether the private companion is employed directly by me or employed by an agency through which I have contracted services. I agree to indemnify and hold harmless HHAR, its directors, officers, employees and representatives from any all claims, causes of action, suits or complaints (whether in law or equity) made against them jointly, or individually, caused by or arising from my employment of the private duty companion while employed by me. I fully understand that I am solely and fully responsible for all actions taken or committed by the private duty companion or C.N.A while on the property of HHAR.

\_\_\_\_\_  
Signature of responsible party/family member

\_\_\_\_\_  
Relationship to resident Date