



# Is your Safety at Risk?

**ALL Home Care Organizations  
(HCOs) must be LICENSED**

## INDEPENDENT CAREGIVER & REGISTRY RISKS:

**NO** Live-Scan, Fingerprint or background checks, and NOT Licensed

**NO** government authority to investigate for complaints

**NO** workers compensation insurance

**NO** extensive training requirements similar to licensed agencies

**NO** required health screening

**ARE** considered YOUR employee, requiring tax compliance

*(IRS Publication 926)*

**LICENSED  
AGENCIES LIST:**

[www.cclid.ca.gov/PG3654.htm](http://www.cclid.ca.gov/PG3654.htm)

## Home Care Consumer Protection Act Requires:

- ✓ ALL Home Care Organizations **MUST** be LICENSED BY THE HOME CARE SERVICES BUREAU
- ✓ HCOs can employ only Home Care Aides (HCAs)
- ✓ HCOs must have general and professional liability insurance in place
- ✓ Workers compensation insurance laws will apply to HCA work relationships
- ✓ Agencies that provide HCA services must be bonded
- ✓ ALL employees will undergo Live Scan as part of the background check requirements (fingerprinted by Dept. of Justice (DOJ) & FBI)
- ✓ HCAs must register on California Dept. of Social Services home care registry
- ✓ HCAs Can be affiliated with Home Care Organizations or work independently, as long as they undergo background checks and are listed on the registry
- ✓ HCOs may only hire HCAs with a California DMV issued ID or Driver's License
- ✓ HCAs will be required to comply with Annual Health/Safety/Competency Training
- ✓ HCAs will be TB Tested every 2 years

*\*\*\*Under this law, agencies without license or extension approval cannot provide home care services\*\*\**

The HCSPCA promotes consumer protection for individuals that need assistance in the home for daily activities. Because most of these individuals are elderly or disabled, the HCSPCA will regulate the HCOs providing Home Care Aides, requiring licensing and background checks in order to be listed on the Home Care Registry.

Effective: 01/01/2016



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