



Regulations!

– Maria Tomlinson

Self Employed Carer Coach

Founder of the Professional Carers Network





So for years when I first started out
I felt like..

'we had made a job up'

'one day someone will tell me I can't do this'

'it was naughty to provide care like this'

'I've missed something and it will get me into
trouble'





I even heard a few myths too..

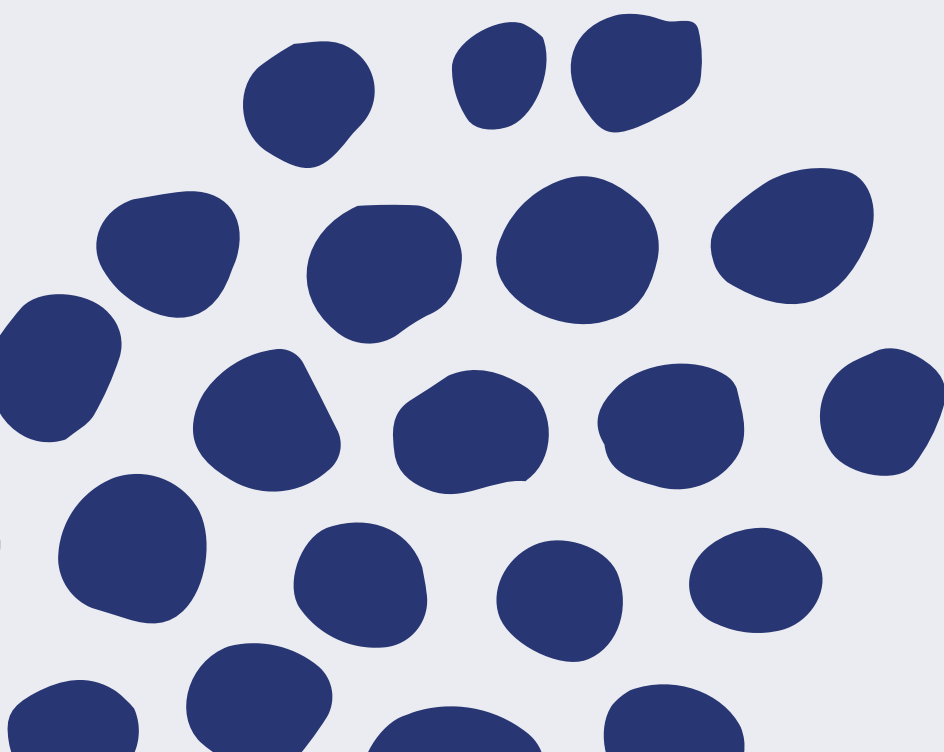
‘self employed carers can’t give medication’

‘self employed carers can’t do personal care’

‘self employed carers are lazy’



So I'm here to tell
you the deal..





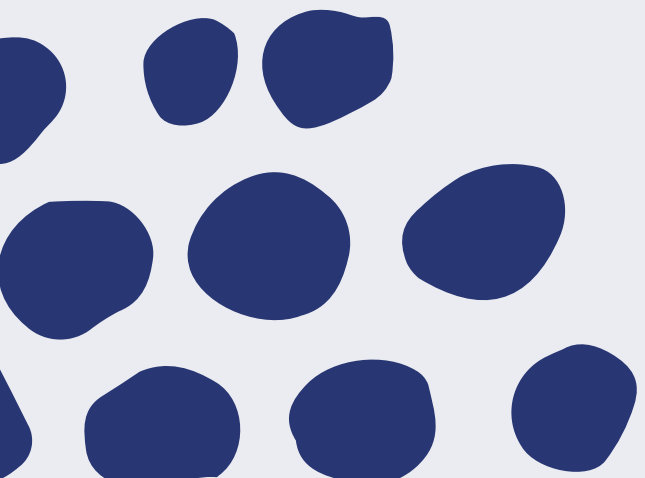
Two types of Regulatory Bodies
we need to consider:

1. The Inspector of Services

2. The Care Worker Register



I'm a care service, do I
have to register then?



The quick answer is....No!





	England	Scotland	Wales	Northern Ireland
Inspector Service	CQC Care Qulaity Commomssion	CI Care Inspectorate	CIW Care Inspectorate Wales	RQIA The Regulationd and Quality Improvement Authority
Do they have to register?	No, they don't register PAs/self employed carers	No, they don't register PAs/self employed carers	No, they don't register PAs/self employed carers... unless you work with more than 4 people, then you have to register as a sole trader	No, they don't register PAs/self employed carers
Social Care Register	There isn't one	SSSC The Scottish Social Services Council	Social Care Wales	NISCC Northern ireland Social Care Council
Do they have to register?	No!	No they don't register PAs/self employed carers as it is deemed to be a private agreement between carer/client	No they don't register PAs/self employed carers as it is deemed to be a private agreement between carer/client (unless you do register with CIW to be able to work with more than 4 clients, you would then have to register for Social Care Wales too)	No they don't register PAs/self employed carers as it is deemed to be a private agreement between carer/client

CRUCIAL TERM:

Private Agreement





Self employed carers/PAs do not need to register

As long as....

You can prove you work for yourself

You are registered as a sole trader
and not a limited company

You do not employ staff

But even if you did want to register, just incase, you can't
as a self employed carer! They won't let you!





Which is fab because....

The paperwork, time, cost and worry to register is a massive barrier to entry!

Too small scale to bother with!

So are we flying under the radar then...NO!

The control is back in the hands of the person needing care and the carer

No paperwork to fill out

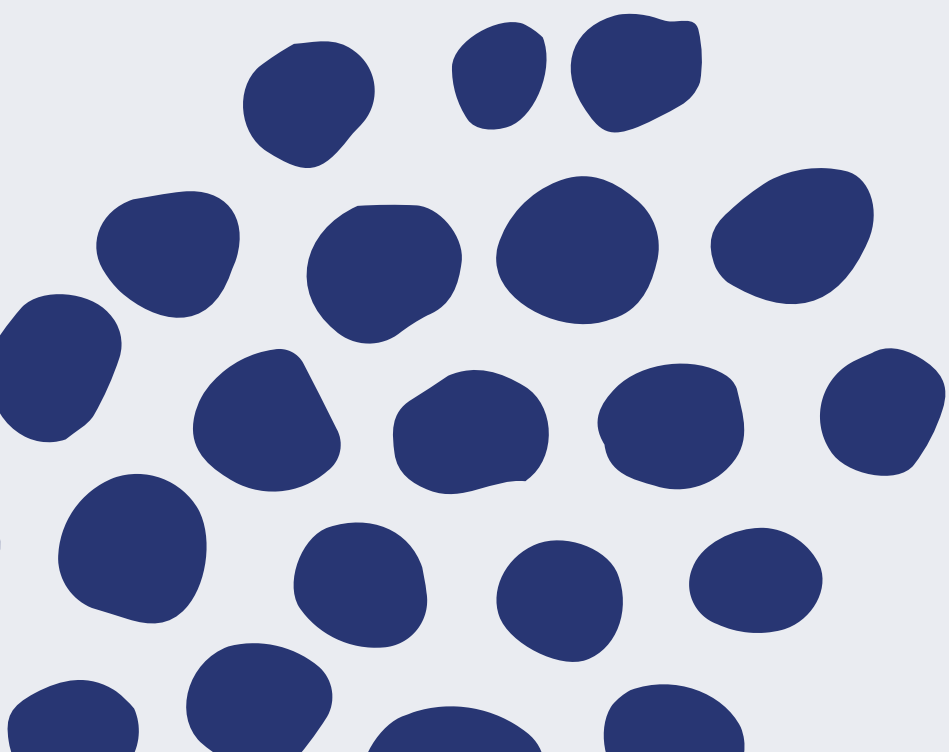
No compliance boxes to tick



Offer more flexibility

Freedom to do what is wanted

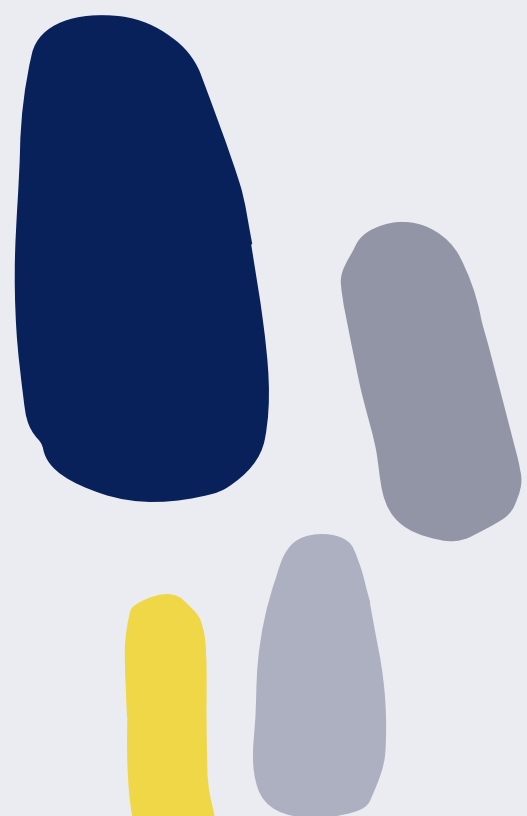


What if I have a
business partner?



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- You are allowed to provide care to a shared customer by coordinating care with each other
 - But it must not be classed as a legal partnership.
 - So you cannot open a limited company and both become directors and employ yourselves through that company. You would then be required to register with CQC.
 - So you must register individually with HMRC as self employed
 - You must invoice separately from each other
 - You must be responsible for your own profits and losses.
 - You must also not share costs such as equipment
 - The person receiving care must be able to set out their care requirements and have full control on who works when and doing what.
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What about what I can
and can't do as a self
employed carer though?



Can Do

- Administer medication
- Personal care
- Household duties
- Shopping
- Change a lightbulb
- Go to chemist
- Cooking
- Walk the dog
- Trips out
- Basically anything the client wants/wishes/needs!

Can't Do

- Cut toenails
- Give insulin injections
- Support someone to pay your invoice if paid via direct payments
- Heavy wound care

You are the boss!

