

Employing private carers

When you hire a private Carer there is a lot you need to consider. This guide will take you through the requirements of employing private Carers.

When you hire a private Carer, it may give you more choice and control over who cares for your loved one and what tasks they do. However, there is a lot you need to consider. Employing private Carers turns you into an employer and this brings legal, financial and practical implications.

Unless you have a recommendation, or someone in mind for the job, you will need to advertise, interview and carry out background checks on your potential Carer. You cannot pay a friend or family member unless they are a registered Carer.

As an employer, you must ensure that any prospective Carer is eligible to work in the UK before you employ them. Ask to check their passports or other ID and their visa allowing them to work in the UK. Remember to take and keep a copy of this paperwork.





To ensure the safety of your loved one, you must obtain a copy of their PVG check (Protecting Vulnerable Groups) when hiring in Scotland or their DBS check (Disclosure and Barring Service) for applicants in England. You should do this before you interview them or let them into your home.

You will need to provide a contract of employment, outlining the specific tasks the Carer is expected to provide, identifying the place of work, working hours, rate of pay, duration of employment and holiday entitlement, etc. As an employer, you are required to have adequate Employer's Liability Insurance and Public Liability Insurance.

You must pay your Carer the national minimum wage or more. You are also responsible for deducting tax and National Insurance from their wages. You will also need to think about replacement cover in the event your Carer is unwell or on holiday. Your Carer is entitled to rest breaks, a maximum number of working hours in any week, holiday pay, sick pay and maternity pay where applicable.

Bright Care offers a fully managed care service, so that you do not have to concern yourself with hiring a private Carer directly. We offer excellent service, fully trained Carers and peace of mind that your loved one will be well taken care of.

For help or impartial advice, please call us on 0330 024 1327.