

## **Why are Always-Care® Physical Therapy Inc. Licensed Physical Therapist (PT's), "Independent Contractors" vs. Employees?**

**Always-Care Physical Therapy Inc. (ACPT) uses only one level of Professional Care Giver.**

100% of the PT services are provided, by "Licensed" Physical Therapist, which means that they are "Professionals" and like Doctors they are regulated by a State Licensing Board.

Most PT's who wish to be employees work full time. Most of PT's who do work full time, do not work, providing private or insurance paid, Non-Medicare In-Home or In-Facility, one on one patient therapy. Those PT's who do this kind of therapy service prefer the freedom, to work when and where they want, and therefore are more comfortable with working as an independent contractors on their own PT License.

**By using a PT referred through Always-Care® Physical Therapy Inc. (ACPT) the consumers risk is significantly reduced by the practices, policies and procedures of ACPT, such as;**

1. All ACPT PT's sign a contract with ACPT requiring them to pay their own taxes, and hold the Client Harmless from any non payment by the PT.
2. ACPT, screens the PT's for, a Current PT License, Drugs, Criminal Records, TB Test, and References.
3. While ACPT does not supervise a PT's therapy, ACPT, has a Master of Physical Therapy (Masters Degree in PT) on staff, as a resource and consultant, for it's in-home PT's.
4. ACPT does all of the record keeping, billing and remitting for the PT, so clients are assured that they are charged only for services actually provided.
5. ACPT assures that each PT has Professional Malpractice Insurance in force, for the protection of the consumer. In addition they are Bonded.
6. In addition; if complaints are received about a PT, they are handled in a professional manner for the consumer, and if substantiated, the PT is no longer offered referrals by ACPT.

*Note: Always-Care Physical Therapy Inc. (ACPT) and Always Care of Georgia Inc. d/b/a Always-Care Nursing Service (ACNS) are two different GA. Corporations, with totally different owners. Although they share some of the same resources (office/phones/equipment/web) in order to reduce expenses, each operates differently and provides different services. Each uses the business model appropriate for the delivery of those services, which was explained above for ACPT, and ACNS is explained below.*

**Why is it NOT OK, to use Registries and Independent Contractor Companies for In-Home Nursing & Personal Care, if it is OK to use them for the Physical Therapy services referred by ACPT ?**

**Because there are multiple levels of skills, that are utilized for the In-Home Care continuum, ranging from, at the Top, the Professionals which are the Licensed Registered Nurses, (RN's) and the Licensed Practical Nurses (LPN's) both of which are also regulated by a State Licensing Board, down to the multiple non-licensed lower skill levels, which are the Personal Care Assistants (Home Care Aides), Home Managers, Companion/Sitters, Mothers Helpers, and Baby Sitters, all of which must be screened, and supervised by the Always-Care Nursing Service (ACNS) RN & LPN Supervisors .**

**The "Professional" RN's & LPN's are not the problem, because they also like Doctors are regulated by a State Licensing Board, and have a License they could loose for improper care! { THE MAJOR PROBLEM WITH USING INDEPENDENT CONTRACTORS TO PERFORM IN-HOME NURSING AND PERSONAL CARE IS THAT MOST OF THE SERVICES ( APPROX. 80% ) ARE PROVIDED BY the Non-Licensed HOME CARE AIDES \* } and - lower skill levels, which for the most part are not regulated by anyone, and therefore must have proper screening and supervision, and this SUPERVISORY task falls on the provider which can do this if they are employees, by the providers Professional Nurses (RN & LPN) Supervisors for good quality of care, but Supervision can not be done if they are independent**

**contractors, because if it is done they lose the independent contractor status, and must become employees!.**

*{ \* Source US. Department of Labor. Bureau of Labor Statistics, National Industry-Occupational Employment Matrix, data for 1998.}* [Writers Remarks: **This is based on Number of Home Health Care Workers, RN's & LPN vs. Home Care Aides.** In actuality, the non-licensed care giver % will be much more than 80%, I would guess, up to 95% because it does not included those persons who provide care that are not even at the skill level of the Home Care Aides, such as Home Mangers/Makers, and Companion/Sitters, Mothers Helpers, Nannies, or persons hired off the street, which are not counted in the data collected.]

**Always-Care ® Nursing Service (ACNS) uses only (W-2) Employees for In-Home Nursing Care, Personal Care and other services.** For Further information see the section under ACNS - FAQ about this subject.