

Employing Family Caregivers in Home Care Agencies (*Spitex*)

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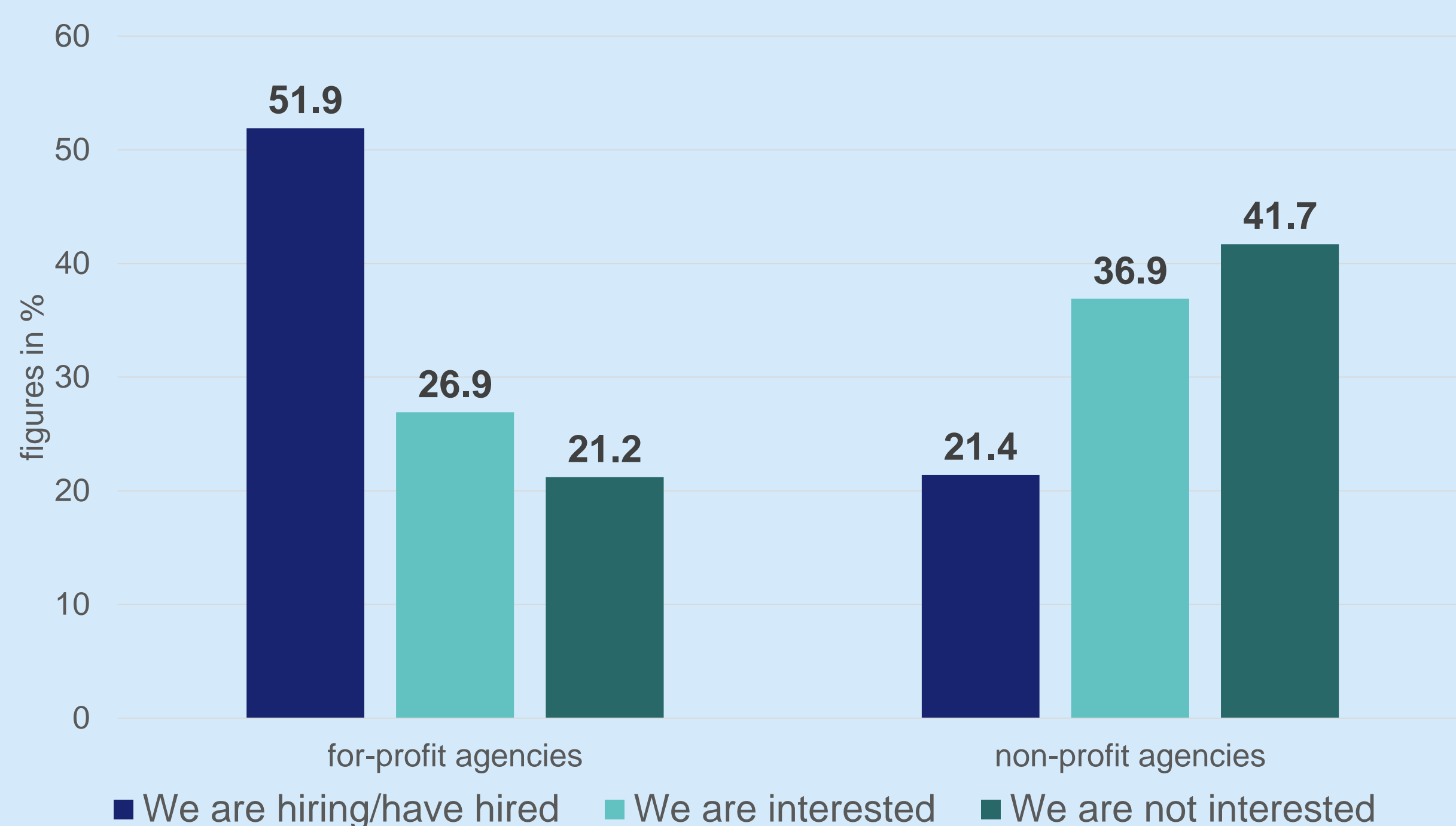


Figure 1: Number of for-profit and not-profit home care agencies (*Spitex*), that employ/have employed family caregivers or have interest/no interest in the for-profit model, in %.

Background

- Staffing is increasingly challenging.
- “Outpatient prior to inpatient care” remains.
- Unpaid family caregivers provided over 64 million hours of unpaid care and support in 2013.
- Potential risk of financial and social precarity for family caregivers.

Hence

- Innovative staffing models of good practice in home care are needed.

Research aim

- Develop further the employment model.
- Enable family caregivers and home care agencies to make an informed decision.
- Explore different experiences.

Method

- Online survey of 52 for-profit and 84 non-profit home care agencies.
- Participatory development of questionnaire in 2019.
- Descriptive data analysis, part of a boarder multi-method design
- Output: practice-oriented manual.

Results

- 84 out of 284 non-profit agencies participated (response rate 29.6%).
- 52 of 197 for-profit agencies participated (response rate 26.4%).

For-profit agencies

- 27 agencies (51.9%) have employed a total of 84 family caregivers to date.
- 77 (91.7%) are female, 7 are male.

Non-profit agencies

- 18 agencies (21.4%) have employed a total of 54 family caregivers to date.
- 53 (98.2%) are female and one male.

In both groups

- Employed family caregivers were mainly daughters-in-law or daughters.
- The mean age was 45-54.
- The scope of employment is between 25-50%, mainly on an hourly basis.
- The employment relationship is predominantly terminated directly until the death or transfer to nursing home of the person being cared for.

Discussion

- The employment model is innovative and a sustainable solution against staffing shortages in home care.
- It is practiced mainly by for-profit agencies, since 2015.
- The high percentage of women, employed on a part-time and mainly hourly basis, is remarkable.
- Combination of low wages and low job security results in a risk of precarity for female family caregivers.
- More research from an equality perspective needed.
- Project “work and care integra plus” explores solutions.

References

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Project: «work and care integra plus»
<http://www.projektsammlung.ch/topbox/detail/5f439722d02971489b78fe5c?lang=de&>

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<https://www.kalaidos-fh.ch/de-CH/Forschung/Fachbereich-Gesundheit/Projekte/Laufende-Projekte/work-and-care-integra>