

# LIVE-IN CAREGIVER PROGRAM

## Why a live-in caregiver?

Our parents are getting old. Unfortunately, that's life. We are the sandwich generation - trying to juggle our duties as a child with our duties as a parent. And let's face it - our parents are not making it easy for us, are they? We all have this scary vision of one day finding them helpless, not able to call out for help. It can happen - we all know it. In fact, it's inevitable if we don't take steps to guard against it.

What can we do to guard against it? Well, we can find a good nursing home. They do exist, but can we afford them? Perhaps... or perhaps not. But at least, our parents would receive proper medical care and we could concentrate on our other duties even though it tears us apart inside. What choice do we have? So what if it is too far? What choice do we have? So what if we feel guilty about not having enough time to visit them? What choice do we have? Do they feel lonely? Yes, they do because they are not in their homes anymore and we simply cannot visit them as often. What choice do we have?

Nursing homes have a long waiting list. They are expensive. But most of all, they imply finality and the end of things as we know them. Our lives are forever altered. We don't like it and our parents like it even less. What choice do we have?

We can suggest another option. One that will let your parents stay at home, is much cheaper and, most importantly, provides them with quality medical care at the same time. A solution that will give your parents companionship and comfort in their own home. A live-in caregiver. Someone friendly and caring that can become a trusted friend to your whole family. A person who will live with your parents, take over many of your current duties, give your mother and/or father a sense of safety and of being cared for. Peace of mind for you as well as them is priceless, but it does not have to be expensive.



Finding a good caregiver takes time too. But most probably less time than finding a quality nursing home. It is not easy, either. You have to screen them, try to find the best match, and there must be some trust established before you allow yourself to place them so close to your parents.

That's where T&CS Canada comes in. Our task is finding qualified caregivers who are motivated and eager to help. We search for them around the globe, as

there is a chronic shortage of caregivers in Canada willing to live with their employers. For many years, our government has granted the opportunity to its citizens to recruit foreign workers as live-in caregivers. These caregivers, if qualified, can come to Canada with a valid work permit.

## Did you know?

- ♪ You can deduct room and board from the salary you pay your caregiver
- ♪ Salaries paid to your caregiver can be tax-deductible (ask your accountant)
- ♪ A live-in caregiver can help when your parents need constant care
- ♪ you have a handicapped family member
- ♪ Job duties and working hours are negotiable but there are some jobs that a caregiver is not allowed to perform (working in your business, heavy cleaning, maintaining your garden, etc.)

## Can you have a foreign caregiver?

Yes, if you live in Canada and...

- ♪ Need a full-time live-in caregiver for your elderly parent(s), or a handicapped family member
- ♪ Can afford to pay the minimum wage as set forth in your provincial labour regulations
- ♪ Can offer the live-in caregiver a private accommodation (own room at a minimum)
- ♪ Can show that you have tried to recruit a local caregiver without success

## Live-in caregiver program criteria

- ♪ Minimum education until completion of high school. (most have post secondary nursing or teaching qualifications)
- ♪ Six months of full-time training or 12 months of experience in paid employment in a field or occupation related to the job as a live-in caregiver.
- ♪ Ability to speak read and understand English or/and French.
- ♪ Ability to function independently and unsupervised in a home setting
- ♪ Must have offer of employment from Canadian family that has been confirmed by Human Resources and Skills Development Canada (HRSDC)

## Your duties as employer

- ♪ Comply with provincial labour standards
- ♪ Treat your employee with respect
- ♪ Pay salary on time and always include written statement of hours and wages
- ♪ Be fair and reasonable - being a live-in caregiver does not mean that she has to work or be on call 24 hours a day
- ♪ Be clear and firm in your requirements and enforce them - don't leave anything to interpretation. Keep in mind that your employee came from a different country where cultural standards are different.
- ♪ If a problem arises, contact either appropriate authorities or the agency that helped you bring the caregiver
- ♪ Talk to your employee - many problems are caused just because of misunderstanding



## Why T&CS Canada?

We already have a list of caregivers who are willing to come to Canada. We have their documentation, educational and professional experience certificates. We have the paperwork ready when we place them on our roster. If you find someone you like on the list, it can cut the time by a few months. We will take care of the employment contract, of getting your business number, of getting your job offer validated by the HRDC. We take care of the whole process until your caregiver arrives in Canada. All you will have to do is to pick her/him up at the airport and introduce her or him to your family. We can even take care of the monthly accounting and dealing with Revenue Canada on your behalf if that's something you would rather not even think about.

All the caregivers that T&CS Canada accepts as clients are qualified and skilled. Most of them have a nursing education and several years of experience in hospitals, nursing homes, children wards, nurseries, etc. Those who do not have a nursing background have experience in giving care to either children or seniors. They all have one thing in common - they have a genuine inclination towards such work and are keen to create a long-term growth-oriented career in Canada. By placing them with respected and serious employers, we create a win-win situation for both the employee and the employer.

Before being registered, each candidate is required to pass through a rigorous selection system. Our representatives collect and check the references from past employers, and screen the candidates during a subsequent personal interview. Needless to mention, each candidate has a satisfactory educational background and/or experience to qualify as a Live-in Caregiver, including:

Our many years of experience with immigration issues enables us to complete all the paperwork necessary to bring the foreign worker to Canada - there is very little that would be required from you as the employer and there is no charge for our services - The caregivers pay us for completing the paperwork. We can prepare a formal contract between you and the caregiver. We can prepare your application for a foreign worker to the Human Resources Development Canada office. We can prepare the application for a work permit for the caregiver. All there is for you to do is to let us know what it is you are looking for in your caregiver, what you can offer to her/him, and when the time comes and all the paperwork is done, simply sign the application before it is sent to the HRDC

## T&CS Canada offers

- ♪ Assessment of your needs
- ♪ Verification of minimum requirements
- ♪ Presentation of caregivers' profiles in accordance with your needs
- ♪ Advertising services to comply with the requirement of recruiting local caregivers first (you pay the cost of advertising)
- ♪ Verification of foreign worker's references
- ♪ Consulting services related to employment of a foreign worker (obtaining a payroll registration, deducting IE, CPP, and income taxes and payments to the CCRA, labour standards, etc.)
- ♪ Preparation of employment offer and employment contract
- ♪ Application for validation of your employment offer by the Human Resources Development of Canada

We will provide support and consulting during your employer-employee relationship with the recruited worker - you may call us anytime if you have a problem with your caregiver.

## About T&CS Canada...

T&CS Canada Inc. is a Canadian company, incorporated under the federal laws of Canada, focusing on immigration to Canada. We have been working with clients from around the world since 1994. Our services range from consulting on immigration issues to securing employment for qualified workers in all areas of expertise, including those who hold the requisite qualifications and experience for caregivers.

Our head office is located in Toronto, Ontario, Canada. We have a global clientele base, offices in three countries and act as consultants for agencies in other countries as well.

Katarina Onuschak  
Founder & Owner

T&CS Canada Inc.  
Established in 1995

Foreign offices  
USA - 1997  
Slovakia - 2001



Partners in  
India - 2002  
Peru - 2004  
Cyprus - 2005  
Turkmenistan - 2005

Hello! My name is Katarina.

I hope that this brochure will help you to make one of the most important decisions you may ever face - what to do and how to do it best when your closest family members need more help than you are able to give them.

Our company is not just an agency that can find you a caregiver. We find you the right caregiver. We do much more for you and for our caregivers than just basic services.. We are with you all the way, we stand behind our promises and we promise to treat you as the special individual that you are.

We are always trying to be fair and look at all situations from all sides. We will do the best for you as we do the best for our clients - the caregivers.



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