

BOSTON NURSING CARE & CONSULTING



Better Home Care and Patient Advocacy

Client Non-Solicitation, Direct Hire, & Private Employment Policy

(Applies to all BNCC employees - Caregivers, CNAs, HHAs, LPNs, and RNs)

Purpose:

To protect the safety of clients, preserve professional boundaries, maintain continuity of care, and safeguard BNCC's investment in the recruitment, training, and supervision of all clinical and non-clinical staff. This policy establishes clear restrictions that prevent clients from hiring, soliciting, or attempting to privately employ BNCC personnel.

Policy Statement

All BNCC personnel—including caregivers, CNAs, HHAs, LPNs, and RNs—are employees of BNCC.

Clients, families, and client representatives are strictly prohibited from hiring, attempting to hire, contracting with, or privately engaging BNCC staff for any services outside of BNCC.

This prohibition includes, but is not limited to:

- Direct private employment
- Cash or “off-the-books” arrangements
- Side work before or after shifts
- Requests for caregiving and nursing services outside of BNCC
- Future private employment after services have ended
- Referrals of BNCC staff to another client for private work

Rationale

This policy protects:

- Client safety and compliance with state home care and nursing regulations
- BNCC's liability, workers' compensation, and insurance coverage
- The professional boundaries required by CHAP and state standards
- BNCC's investment in hiring, training, onboarding, and supervising clinicians and caregivers
- Staff from unsafe conditions, exploitation, or unregulated private arrangements

No private arrangement—paid or unpaid—is permitted.

Client Responsibilities

Clients receiving services from BNCC agree to the following:

1. Do not solicit, hire, or attempt to privately employ any BNCC employee
2. All care coordination, clinical requests, or staffing changes must be made exclusively through BNCC.
3. Notify BNCC management immediately if an employee suggests or offers private work.
4. Maintain appropriate professional boundaries with all BNCC personnel.

Staff Responsibilities

BNCC employees—are prohibited from:

- Soliciting private work from clients or family members
- Accepting gifts, payments, or side work
- Scheduling private visits before/after shifts
- Referring clients to their personal services

Any employee who violates this policy is subject to disciplinary action, up to and including termination.

Breach of Policy & Penalties

If a client hires or attempts to privately employ a BNCC employee:

1. BNCC may immediately suspend or terminate services.
2. The client will be required to pay a Direct Hire Fee totaling:

\$5,000 OR the equivalent of six (6) months of projected services—whichever is greater.

This fee covers recruitment, administrative costs, training, and associated losses.

3. The fee applies whether the private hire is attempted:
 - During active services, OR
 - Within 12 months of the employee's last shift with the client.
4. BNCC reserves the right to pursue collection or legal action if necessary.

Reporting Violations

Suspected or attempted violations may be reported confidentially to:

BNCC Management

Kaitlin McCarthy - CEO & Director of Nursing

Phone: (857) 239-2410

Email: info@bostonnursingcareandconsulting.com

Acknowledgment

As of Friday December 12th, 2025 at midnight -

New Clients must sign this policy as part of their admission paperwork and Service Agreement.

Current Clients continued use of BNCC services constitutes acceptance of this policy.