

Quick guide for self-employed care and support workers

Knowing your legal boundaries

[Personal care](#) is normally a regulated activity. You can provide it without CQC registration **only** if you, as an individual (employed or self-employed) work directly for the person receiving care, and they **fully direct** what you do, when and how. You must not take on any role in directing, coordinating or monitoring the wider care arrangement.

What you must not do

To stay exempt from CQC registration, you must not manage, or co-ordinate care such as arranging rotas, monitor or advise on care changes, replace workers without the person deciding.

Who you can work for

You can **only** work with people who can self-direct their care. They must choose you, explain what support they want, and manage their own care on an ongoing basis, including arranging cover if needed.

Working with other care workers

You may work alongside others only if each of you has a separate agreement with the person receiving care. You must not coordinate or oversee the work of other carers. The person or family are always responsible for co-ordinating their care team.

Your responsibilities as a self-employed worker

You must operate in a genuinely self-employed way, which means having multiple clients, providing your own terms of employment, your own contract and invoices, and paying for your own training, DBS and insurance.

If needs change

If the person you support becomes unable to self-direct their care, a CQC-registered service may be required. Support them to transition safely.

Reporting concerns

If you believe someone is providing regulated personal care without registration, you can [report this to the CQC](#).

To read more see: [Personal care: ongoing role, introductory agencies and individual care workers - Care Quality Commission](#).

