

Weekend Attendance Incentive Program for Newer CNAs

7/23/2021 Friday 11:00pm – 9/13/2021 Monday 7:00am

Purpose:

In order to provide quality care and not stress our staff, it is critical that Hillcrest have adequate staffing 24/7/365. Weekend callouts have become excessive as of late, and we must **all work together** as a village to mitigate this problem as soon as possible. Disproportionate callouts by some CNAs and TNAs have been difficult to manage, and the resulting schedule gaps are quite difficult to fill. The callouts overburden the staff who keep their commitment and come to work as scheduled, adding additional stress to their assignments. If this trend continues, resident and staff satisfaction could be compromised, resulting in quality that does not meet Hillcrest's high standards.

Incentive Program:

For eight weekends, Hillcrest will offer a **financial incentive** to newer CNAs and TNAs who work their assigned shifts and **do not call out**. Normally, each CNA and TNA would be scheduled to work four (4) weekends during this period, assuming an every-other-weekend schedule. The program will be structured as follows:

All newer CNAs and TNAs who **come to work** for their scheduled shifts and do not call out will receive the following, in addition to their regular hourly pay:

Weekend 1	\$25.00
Weekend 2	\$50.00
Weekend 3	\$75.00
Weekend 4	\$100.00

This incentive is progressive; in order to receive \$50, the person first must have earned \$25 on Weekend 1; to receive \$75, the person must have earned the \$25 and the \$50, and so on. To earn the entire **\$250**, you must not call out through the entire Program period.

We are excited to offer these incentives as a way to get our care staff “back on track” and in the habit of fulfilling their **promise to our residents** – showing up to take care of them.