

## Attendance Bonus for DSPs/CNAs

Misericordia continues to try to navigate the current workforce challenges, especially in direct care. We have increased our recruitment efforts to bring in more DSP candidates and our incoming classes continue to range from 10-18 new DSP hires. We have also increased the frequency of classes to start every other week. However, we continue to have many openings in every area that result in teams feeling stretched. In addition to the openings, we are experiencing about 100 call-ins per week, averaging 1200 call ins for 3 months...the impact is massive to the teams, to individual employees and to our residents. It is difficult to reduce the stress that all are feeling with this level of unpredictability to each shift. The call ins are requiring us to lean more on floating and deploying positions to direct care, which means they cannot do the work they were hired for and every position is critical to the quality we provide.

As an incentive to follow your **scheduled hours**, we will be implementing an Attendance Bonus for DSPs and CNAs. While our attendance policy still stands, the attendance bonus will follow these parameters.

All DSPs/CNAs who are employed between October 1, 2023 and January 6, 2024 will be eligible for the ATTENDANCE BONUS. The bonus recognizes employees that are **following their scheduled hours - including schedule OT hours**. **In anticipation of this bonus opportunity, we encourage DSPs/CNAs to reach out to their Director by 10/1/2023 to increase your employment status to be eligible for the larger bonus amount. Any changes in status during this time will result in the bonus being pro-rated. Also as a reminder, bonuses will be taxed at the time of pay out – 1/26/2024.** We will continue to assess the outcome of this short term solution.

Full Time - 40 hours	Part Time - 30 hours	Relief - must work 16 hours a week to be eligible
Call In = 0 -1	Call In = 0 -1	Call In = 0
Bonus = \$1,000	Bonus = \$750	Bonus = \$300
Call In = 2	Call In = 2	
Bonus Amount = \$500	Bonus Amount = \$350	

Please know how grateful we are for each of you. The work that you are doing is not easy, we recognize that, but we also know the residents are the reason you stay and you are a central part of their lives, they rely on you. If we can increase our attendance and decrease our openings, every team and every individual will feel the positive impact. Let's work to solve our openings together!