

**Direct Care bonus for non-DSPs/CNAs:**

Misericordia is continuing to look at creative ways to bridge our current staffing challenges, specifically with direct care. Many of you have been asked to set aside your primary responsibilities in order to ensure our residents are receiving the care they need and deserve. Human Resources and Staff Development have successfully implemented changes in the way we recruit and train new employees. Residential areas have changed the training process and are more intentional about the full onboarding experience. Every residential area has held “reset” meetings to ensure all are working toward a common goal – a quality resident experience and a quality employee experience. We have recently asked the QIDPs to work direct care 3 shifts per week to help alleviate the stress and pressure direct care staff are feeling. This requires QIDPs being included in the direct care schedule and being assigned to a home or apartment. Additionally, any available staff that is trained as a DSP/CNA but is currently not working as a DSP/CNA can be added to the direct care schedule. To recognize this additional expectation, Misericordia is offering a bonus based on direct care shifts worked from October 1, 2023 – January 6, 2024 (14 weeks) as outlined below:

3 direct care shifts per week (42 direct care shifts)	\$1000.00
2 direct care shifts per week (28 direct care shifts)	\$500.00
1 direct care shift per week (14 direct care shifts)	\$250.00

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!

\*Eligible participants are required to work the full 8 hour shift in direct care in order to qualify – 6a-2p/7a-3p OR 1p – 9p/2p-10p/3p-11p. Hours worked 8a – 4p or 12p-8p would not qualify, nor would partial shifts. Overtime shifts do not qualify.