

Wisconsin Caregiver Webinar 5/3/18

By: Good Shepherd Services

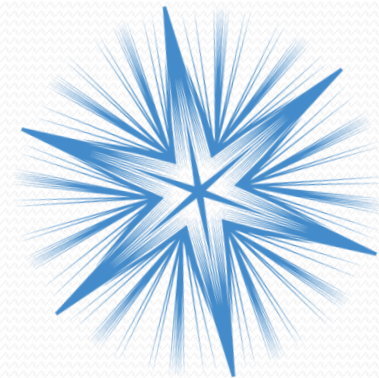


Good Shepherd Services Statement of Purpose

We are a faith based care community dedicated to serving those entrusted to us with dignity, respect and compassion, in a safe and cheerful environment. Our goal is to provide extraordinary care, while creating moments of joy and a sense of belonging.

- Good Shepherd Services opened in May, 1981
- Nursing Home is licensed for 50 beds
- Three CBRF's
 - One on-site with 13 beds
 - Two off-site each with 20 beds
- RCAC with 36 apartments
- Children's Center licensed for 107 children
 - 6 weeks -10 years of age
- School Aged Program licensed for 34 children
 - Kindergarten to 12 years of age

Good Shepherd Services has
developed a plan for hiring and
retention.



Employee Referral Bounty

- Good Shepherd offers a \$350 bounty pay for recruiting a hired employee
- C.N.A. bounty pay is at \$1,000
 - Employee must have:
 - successfully completed general orientation
 - started working independently
 - 3 months of continued employment
 - 9 months of continued employment

Hiring Bonus

- Up to \$4,000 bonus offered within the first year of successful employment on our PM shift

Internal Bonus

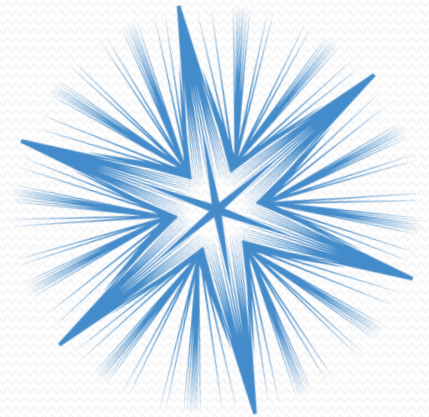
- Hiring bonuses are offered to current employees who transfer into these available positions

Shift Differential

- Increased from .65 cents to \$4 per hour for PM shift only less costly than \$5 or \$10 bonus or OT
- Additional .30 cents per hour on weekends

- Bonus pay has also been offered for picking up shifts on the needs list

Fitness Reimbursement



Merit System

- Reward system where employees can earn merit points for picking up extra hours outside of their scheduled shifts
- 1 hour is equal to 1 merit
- Merits can be redeemed for gift cards to local merchants

Team Players of the Month

Employees can nominate for a job well done

- Each month, four employees in good standing will be drawn to receive an award certificate signed by the Executive Director and a \$25 gift card to a local merchant of their choice

Master Plan

- Employees are encouraged to submit their ideas to be implemented around the facility
- Twice a year, five employees are drawn for a \$50 gift card to a local merchant

Employee Fun Committee

Our Employee Fun Committee hosts food days:

- Salad bar, Potato bar, Walking Tacos, Carmel Apples, Nachos, Spaghetti dinner, Sundae bar
 - The entire week is casual dress
 - Employees are encouraged to participate in soup wars, dip wars, dessert wars and other fun events
 - One free casual day coupon awarded for each item brought in for food days

HUDDLE

- H – Honor that team member has called a HUDDLE
- U – Understand the concern. Use I feel statements, be respectful and constructive.
- D – Determine best approaches to return team to balance. Bring solutions to the huddle.
- D – Do it together
- L – Leave negativity, conflict behind
- E – Engage and move forward

Questions?

