

Incentive for Evening/Weekend hours

Pediatric ListServ, January 2018

ORGANIZATION A:

I'll say upfront, our therapists are hourly, so understandable, big difference.

That being said, we have a couple of different pay programs that we put in place as an incentive to cover expanded hours, understaffed shifts, weekends and holidays.

- Call Pay program whereby our therapists rotate "call" one week at a time. There is a nominal \$2/hour paid for those hours just for being on call
 - If a therapist (who is "on call for that week") is called in or needs to stay past their normal work hours to provide services, they are paid a minimum as an additional 2 hours base (overtime rate) or paid for the hours worked, whichever is greater
- Weekends and Holidays; there are 3 incentive pay programs in place
 - "PRN pool" paid a flat rate which is based upon weekday market plus \$10/hour
 - Two levels, based upon experience (aligned with our internal career ladder)
 - "Special Pay Program"
 - Based upon pre-established and approved criteria
 - Regular staff are paid at their overtime hourly rate plus "special pay incentive" of an additional \$12.50/hour
 - Salaried staff overtime (implemented to incentivize nurse managers to commit to covering understaffed shifts)

Even with these options, after hours, weekends and holidays are challenging to staff.

ORGANIZATION B:

We offer a block pay for salaried employees to work beyond their regular duties.

For late evenings we just adjust schedules; for example, have a set schedule that starts later in the day, or encourage four-10 hour days.

For weekends, we offer block pay. If the therapist works between 2 and 6 hours, they will get a block pay of 4 hours. If the therapist works > 6 hours, they would get an 8 hour block pay. The block rate currently is the prn rate.

ORGANIZATION C:

Our therapists work the weekend as well and it is set up as a different pay scale, similar to working a PRN job. They work their normal work week, and then are paid at a higher rate on Saturday and Sunday. For therapists, they are paid \$60/hour and are paid in 2 hour increments, regardless of the time they work (for salaried employees). For hourly therapists, they are paid the same rate, but after the first 2 hours, they are paid in 1 hour increments based on their hours of work. Assistants are paid \$45/hour and are paid the at least 2 hours, and then in hour increments after that. We also have an incentive program based on our UOS standards and hours worked. Any units billed on the weekend count toward your UOS target, but the hours worked are taken out, so you have the ability to make more in our regular incentive program as well. We have been pretty successful with it. We usually have 2 OTs, 1 SLP, and 3-4 PTs on Saturday; 1-2 PTs, 1 OT, and usually no SLP on Sunday.

ORGANIZATION D:

Use ½ day and full day shift additions payed in blocks (approximately time and half rate)

ORGANIZATION E:

Use shift differential for any patient care after 4:30 and weekends – created separate pay class in the system

ORGANIZATION F:

Offer bonus shifts to salary employees. They have to be in 4 or 8 hour shifts and it's a flat rate not based on a particular employee's salary. It's a bit more than the hourly rate, but not as much as per diem rate.

ORGANIZATION G:

Use "Extra work shift" to pay salaried staff in 4 hour blocks of time. This works for weekend coverage but does not work well for "working late". Our SLP's work 10 hour days so the true need to work late on a regular day is rare.

ORGANIZATION H:

No compensation other than flexing a day off during week

ORGANIZATION I:

Our staff are hourly so they get differentials.

ORGANIZATION J:

In reference to being Salary, I would look at the state laws regarding exempt vs. non-exempt employees. But in regards to Salary employees, you can offer working less than an 8 hour day on a Saturday (this does impact productivity though)... We are able to pay differential to salaried employees who work weekends. Working a weekend is part of our inpatient team responsibilities on a rotating basis (one weekend per month). For outpatient, we also find it difficult to staff so we have per diem staff work our Saturday Coverage needs in our satellites