



### Acute Care Shift Commitment Replacement and Other Incentive Program Updates

1. ***\*\*Effective February 5, 2023, Per Diem and Part-Time colleagues will be required to work a minimum of 24 hours per pay period (0.3 FTE) or their scheduled commitment, if higher, before eligible for incentive premium, regardless of their job title or department (ie; applies to nursing and non-nursing areas).***
2. Effective February 5, 2023, the Acute Extra Shift Commitment program will not be extended. Departments and job titles previously utilizing this program may be eligible for the existing hourly incentive differentials (Extra Shift, Critical Staffing, COVID Crisis and Premium Pay) as described below.

#### Non-Nursing Eligibility Criteria:

- Incentive Plans a department is eligible for will be determined primarily on the department's "adjusted vacancy rate" based on last 3 pay periods (first determination based on January 7, 2023 Workforce Management (WFM) tool).
  - Eligibility requires productivity => 100%
  - We plan to update the adjusted vacancy rate every 6 weeks and reassess the incentive programs assigned (assuming productivity =>100%). We will monitor vacancy rate for material changes either way
- "Adjusted Vacancy Rate":
  - **0-10%:** approved to use **Extra Shift** for openings in posted schedules - licensed \$10; non-licensed \$5. For last minute call outs, approved to use **Critical Staffing** - licensed \$15; non-licensed \$7.50
  - **>10-20%:** approved to use **Critical Staffing** for openings in posted schedules - licensed \$15; non-licensed \$7.50. For last minute call outs, approved to use **COVID Crisis** – licensed \$30; non-licensed \$15
  - **>20%:** approved to use **COVID Crisis** for openings in posted schedules – licensed \$30; non-licensed \$15. For last minute call outs, approved to use **Premium Pay** – licensed \$50; non-licensed \$25.
- Eligibility Levels will be communicated to department directors.
- Exceptions may be submitted to the WFM Committee for consideration.

#### Nursing Eligibility, including Respiratory Therapy, Surgical Services and Emergency Departments:

- Due to the level of vacancies within nursing, while the shift commitment plan will no longer be available, other program eligibility will not change for the next 6 weeks.
  - We will continue to monitor vacancy rate at a functional division (ie; med/surg) and department level to determine when the "adjusted vacancy rate" should be implemented

3. Rates for each program are subject to change