

PLEASE NOTE THAT DATA ENTRY IS ONLY ALLOWED IN THE GRAY AREAS.

[Click here to begin Worksheet 9 - Incentives](#)

This material was prepared by the Atlantic Quality Innovation Network (AQIN), the Medicare Quality Innovation Network - Quality Improvement Organization for New York State, South Carolina, and the District of Columbia, under contract with the Centers for Medicare & Medicaid Services (CMS), an agency of the U.S. Department of Health and Human Services. The contents do not necessarily reflect CMS policy. 11SOW-AQINDC-TskC.2-16-10

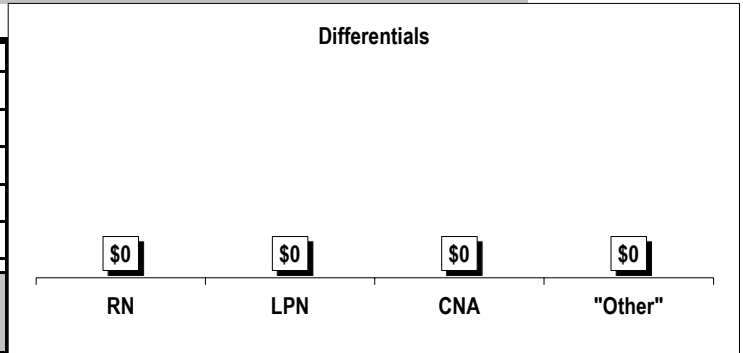


What are your financial incentives? Compile information on types of financial incentives available to staff and determine how frequently they are paid.

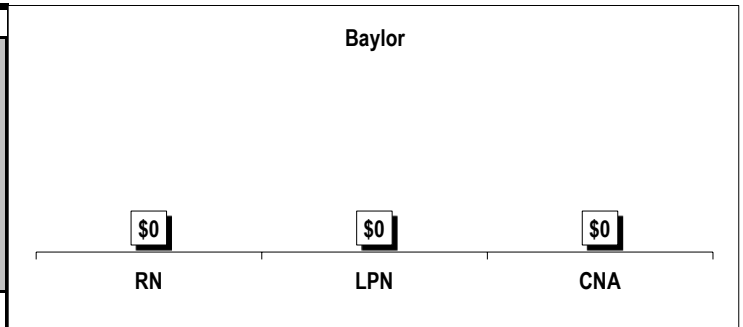
Examples of frequently used financial incentives:

Bonus for accepting last minute assignment	Comments:		
	How much was spent last quarter?		
	Annual \$ est. based on quarter expense-		

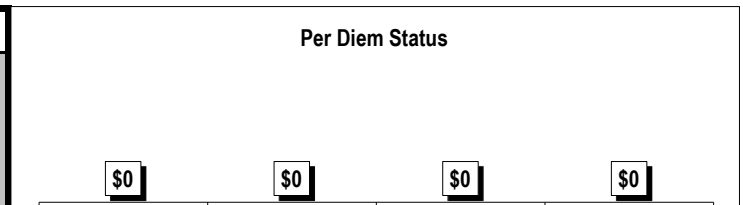
Differentials	<u>Position</u>	<u>AM/hr</u>	<u>PM/hr</u>	<u>NOC/hr</u>	<u>Wkend/hr</u>	<u>Amt. Paid Last Qtr</u>	<u>Annual Estimate</u>
	RN						
	LPN						
	CNA						
	"Other"						
TOTALS-->							
Comments:							



Baylor	(Offering individual who work two 12-hour shifts and are paid for 30-36 hours of work / 6 to 12 hour premium add-on)			Comments:
	<u>Position</u>	<u>Premium Add-On Amount Paid Last Qtr</u>	<u>Annual Estimate</u>	
	RN			
	LPN			
	CNA			
TOTALS				
<u>Position</u>	<u>Average Regular Hourly Rate</u>	<u>Calculated Hourly Rate with 6-Hour Add-On Premium</u>	<u>Calculated Hourly Rate with 8-Hour Add-On Premium</u>	<u>Calculated Hourly Rate with 12-Hour Add-On Premium</u>
RN				
LPN				
CNA				



Per Diem Status	(Extra per hour add-on pay for Per Diem status)			Comments:
	<u>Position</u>	<u>Amt. Paid Last Qtr</u>	<u>Annual Estimate</u>	
	RN			
	LPN			
	CNA			



Enter information ONLY IN the SHADED Cells. All others will be calculated automatically.

P	"Other"			
	TOTALS			

RN	LPN	CNA	"Other"
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Perfect Attendance Bonus	(No call-outs for a month or quarter)			Comments:
	<u>Position</u>	<u>Amt. Paid Last Qtr</u>	<u>Annual Estimate</u>	
	RN			
	LPN			
	CNA			
	"Other"			
TOTALS				

Perfect Attendance Bonus			
\$0	\$0	\$0	\$0
RN	LPN	CNA	"Other"

Holiday Bonus	(Extra pay for working the holiday above the standard "time and a half")			Comments:
	<u>Position</u>	<u>Amt. Paid Last Qtr</u>	<u>Annual Estimate</u>	
	RN			
	LPN			
	CNA			
	"Other"			
TOTALS				

Holiday Bonus			
\$0	\$0	\$0	\$0
RN	LPN	CNA	"Other"

New Employee "Sign On" Bonus	<u>Position</u>	<u>Amt. Paid Last Qtr</u>	<u>Annual Estimate</u>	Comments:
	RN			
	LPN			
	CNA			
	"Other"			
	TOTALS			

New Employee "Sign On" Bonus			
\$0	\$0	\$0	\$0
RN	LPN	CNA	"Other"

Employee "Referral" Bonus	<u>Position</u>	<u>Amt. Paid Last Qtr</u>	<u>Annual Estimate</u>	Comments:
	RN			
	LPN			
	CNA			
	"Other"			
	TOTALS			

Employee "Referral" Bonus			
\$0	\$0	\$0	\$0
RN	LPN	CNA	"Other"

Annual Average Wage Increase	Percentage-		
	Annual Est. \$ Expense-		

Enter information ONLY IN the SHADED Cells. All others will be calculated automatically.

Comments: For RNs, LPNs and CNAs ONLY

Longevity Bonus	(Bonuses paid to staff that attain certain levels of years of service)		
	Position	Annual Estimate*	Comments:
	RN		
	LPN		
	CNA		
	"Other"		
TOTALS			
*Based on current employees scheduled to attain the certain levels of "years of service"			

Longevity Bonus			
\$0	\$0	\$0	\$0
RN	LPN	CNA	"Other"

Preceptor Bonus- CNA	Position	Amt. Paid Last Qtr	Annual Estimate	Comments:
	CNA			
	TOTALS			

	Position	Amt. Paid Last Qtr	Annual Estimate	Comments:
	RN			
	LPN			
	CNA			
	"Other"			
	TOTALS			

\$0	\$0	\$0	\$0
RN	LPN	CNA	"Other"

	Position	Amt. Paid Last Qtr	Annual Estimate	Comments:
	RN			
	LPN			
	CNA			
	"Other"			
	TOTALS			

\$0	\$0	\$0	\$0
RN	LPN	CNA	"Other"

Enter information ONLY IN the SHADED Cells. All others will be calculated automatically.

	<u>Position</u>	<u>Amt. Paid Last Qtr</u>	<u>Annual Estimate</u>	<u>Comments:</u>
	RN			
	LPN			
	CNA			
	"Other"			
	TOTALS			

\$0	\$0	\$0	\$0
RN	LPN	CNA	"Other"

	<u>Position</u>	<u>Amt. Paid Last Qtr</u>	<u>Annual Estimate</u>	<u>Comments:</u>
	RN			
	LPN			
	CNA			
	"Other"			
	TOTALS			

\$0	\$0	\$0	\$0
RN	LPN	CNA	"Other"

	<u>Position</u>	<u>Amt. Paid Last Qtr</u>	<u>Annual Estimate</u>	<u>Comments:</u>
	RN			
	LPN			
	CNA			
	"Other"			
	TOTALS			

\$0	\$0	\$0	\$0
RN	LPN	CNA	"Other"

	<u>Position</u>	<u>Amt. Paid Last Qtr</u>	<u>Annual Estimate</u>	<u>Comments:</u>
	RN			
	LPN			
	CNA			
	"Other"			

\$0	\$0	\$0	\$0
RN	LPN	CNA	"Other"

