



Caregiver Career, Rewards & Recognition Program



The Right Care, Right at Home®

Right at Home wants to be THE agency of choice for caregivers living and working in the Great Lakes Bay & Mid-Michigan regions! After all, improving the lives of our caregivers is part of our mission to

Improve the quality of life of our clients, their families, our caregivers and our partners.

Our commitment to our clients is to provide the best care possible. To do that, we need the best caregivers. We recognize that caregiving is more than just a job, it requires knowledge and hands-on skill to serve seniors, people recovering from an injury or illness and those with life-long challenges because of a disability.

Right at Home Career Path

For our caregivers we are offering a career, not just a job! This path allows you to add knowledge and skills across different career tracks at your own pace and desire for growth and advancement. Right at Home offers four tracks, including: Direct Care Worker, Dementia & Cognitive Support, End of Life Care and Life Skills & Guidance Coach.



Once you achieve our Bronze and Silver levels, your career is self-directed, you can do as little or as much as you want to do. However, advancement to the next level is based on a combination of hours worked/time with the company, satisfactory Supervisory Visit(s), completion of required training courses, participating in in-service training and completing the training courses associated with your career track. We recognize caregiver advancement with an increase in your hourly wage, an advancement bonus and advancement pins. Further, career advancement can lead to opportunities for office or other administrative positions.

Benefits, Rewards and Recognition

Right at Home also offers multiple rewards programs to recognize and thank our caregivers that go above and beyond in helping us fulfill our mission!

Advancement Bonus and Pay Increase

Right at Home recognizes the hard work you will put into developing your skills and will reward caregivers who meet our advancement criteria. Bonuses range from \$10 to \$100 while pay increases range from 25 cents to 50 cents per hour.

Paid Time Off (PTO)

After one year, Right at Home offers PTO! PTO is based on the average number of hours per week, not counting OT, worked in the preceding year.

Benefits Program

Once Affordable Care Act guidelines are met, caregivers are eligible to participate in our health insurance program. Further, upon meeting these requirements, all caregivers are enrolled in Short Term Disability, Accidental Death & Dismemberment and Life Insurance at company expense. Voluntary dental, vision and supplement insurance programs are available at 90 days of service at the employee's expense. Right at Home also has a 401K program with initial eligibility at one year and 1000+ hours of service.

Anniversary Bonus

Right at Home recognizes work anniversaries with a bonus! Bonuses range from \$25 to \$50 and are generally paid out every six months.

Caregiver Refer-a-Friend & Refer-a-Client

Right at Home pays caregivers for referring friends and family to work of us! You can earn up to \$150 for EVERY referral we hire. Right at Home pays caregivers for referring new clients! Referral rates vary and generally range from \$50-200 for EVERY client.

RightPulse Award

This award recognizes great service to our clients and is based on Home Care Pulse client survey results. Award levels are \$10, \$25 and \$50 and up.

RightMission Award

This award recognizes caregivers that go above and beyond in helping us take care of our clients. This award can be given out for picking up 'last minute' shifts or for going above and beyond in other ways. Award levels are \$10, \$25 and \$50 and up.

RisingStar & Shooting Star Awards

Our RisingStar & ShootingStar awards are targeted towards our newer caregivers reaching the 30 and 60-day mark of employment. Criteria include limited call-ins, consistently working your assigned shifts, proper care log documentation and picking up additional shifts.

RightStar Award

Our RightStar Award is for tenured caregivers (90+ days). Criteria include meeting advancement requirement, no unplanned call-ins and picking up at least two additional shifts per month.

Caregiver of the Year

Our Caregiver of the Year recognizes caregivers that have consistently go above and beyond over the course of the year. Further, our Caregiver of the Year is nominated for the National Right at Home Caregiver of the Year, competing with caregivers across the United States for a \$5000 prize!

Caregivers are paid on a weekly basis.



Right At Home — Northern Michigan
Serving the Great Lakes Bay & Mid-Michigan Areas
989.486.9557
www.rightathome.net/northernmichigan