

CAREGIVER WAGE & BONUS GUIDE

CAREGIVER WAGE LEVELS

Level 1

- No experience

Level 2

- 1 year caregiving experience

Level 3

- CNA/Healthcare experience OR
- 5 years of caregiving experience
- Good availability

Level 4

- 2+ years CNA/Health care experience
- Can handle high level of care
- Good availability
- 10 years of general work experience

Level 5

- 5+ years CNA experience
- Can handle high level of care
- Good availability

Level 6

- 10+ years of CNA/health care experience
- Can't start here, but can move up after 6 months

ANNUAL WAGE REVIEW CRITERIA

- Must be an active employee.
- Employee can only move up one level annually.

In order to move up a level:

- No corrective actions in last six months
- Zero areas that need improvement in performance review
- Annual online learning must be completed
- Good job performance (use a rating scale)
- Demonstrated improvement from areas identified in previous review
- Documents proficiently in scheduling software—uses app or telephony 90% of the time with good notes, records, tasks, etc.
- 2 or more compliments from clients

In order to move to level 4:

- All criteria above is met
- Employee demonstrates ability to work with all levels of care
- Competent in all skills of caregiving
- Must be willing to take on new clients
- Good availability, flexible schedule, willing to pick up shifts
- Willingness to train new team members

In order to move to level 5:

- All criteria from level 4 is met
- Must have a CNA certification
- 2 years of experience with Kore Cares

In order to move to level 6:

- All criteria from all 5 levels is met
- 5+ years of CNA experience with Kore Cares

BONUS STRUCTURE

- 2% bonus based on 6-months of earnings
- Employees are eligible for bonuses at 6 months and annual reviews
- Must meet all criteria in each category to receive the bonus
- Bonuses are up to management discretion
- Online learning must be completed by 6 month review to be eligible for bonus
- Employees with any corrective actions in the last 6 months are not eligible for bonus

TIP:
TIE THE CATEGORIES TO
YOUR BUSINESS
CORE VALUES

CATEGORY 1

- Turns in availability by 15th of the month
- Keeps availability consistent after it's turned in, with no last minute changes

(0.5%)

CATEGORY 2

- Performance
- Documentation
- Communication
- Driver's license and car insurance are up to date and turned in timely

(0.5%)

CATEGORY 3

- Initial or annual online learning completed by due date
- Graciously accepts feedback and improves from it
- Active CPR cert

(0.5%)

CATEGORY 4

- 4+ documented compliments
- Zero complaints
- Has picked up shifts
- Willing to train new team members
- Good availability + weekend and holidays
- Treats all with kindness and respect

(0.5%)