



Origination: 04/2020
Last Approved: 01/2022
Last Revised: 01/2022
Next Review: 01/2023
Owner: *Ailee Strausser: Vice President,
Human Resources*
Policy Area: *Human Resources*
References:

COVID-19 Premium Pay Practices

Purpose

To provide guidance to all Department Leaders, staff, and relevant payroll functions as to the procedure for the administration and implementation of premium pay for employees working on COVID-19 nursing units and with COVID-19 community-based clients.

Policy

In an effort to ensure adequate staffing levels on COVID-19 nursing units and in appreciation for the commitment and dedication our staff has in providing exceptional care to all residents, patients, and clients, Abramson Senior Care will pay a premium to employees working in certain jobs on COVID-19 designated units during the course of the COVID-19 pandemic as well as employees working with COVID-19 positive community clients. Transitional Care patients with COVID-19 diagnosis will be placed on the fifth floor at Lankenau TCC.

Procedure

- A. Only staff assigned by the supervisor to the TCC 5th floor or to a COVID-19 positive client by a community-based scheduler are eligible to receive premium pay.
- B. Premium pay is \$3.00/hour over current base pay rate and will be paid for all hours worked on TCC 5th floor or with a COVID-19 positive community client.
- C. Eligible positions for the premium pay include NP, RN or LPN Care Coordinator, RCA, PCA, Housekeeper, and designated Hospice and Home Care staff.
- D. Employees must be assigned to the area for the day. Position should not be shared on a shift but only rotated when the fulltime employee is off.

Attachments

No Attachments

Approval Signatures

Approver	Date
Ailee Strausser: Vice President, Human Resources	01/2022