

Natick Care Pro Wages

Effective January 8, 2024



Regular Hourly Rates

	Rates
Companionship and Homemaker Services — Meals - Light Housekeeping - Transportation - Medication Reminders - Respite - Laundry - Errands	\$18.25/hour
Personal Care Services — Bathing - Dressing - Grooming - Mobility Assistance - Incontinence Care - Transfers *Includes Companionship and Homemaking Services	\$20.25/hour
Cancelled Shift	\$45.00
Training Rate and Travel Time	\$15.00/hour

Overnights Shift Rates (8 Hour Block of Time)

	Rates
Companionship Overnight — Up less than 4 times throughout the night. <i>If CP is up 4 or more times, or is up for an extended period of time of an hour or more, hourly rate to be paid.</i>	\$138 per 8 hour block
Personal Care Overnight — Up less than 4 times throughout the night. <i>If CP is up 4 or more times, or is up for an extended period of time of an hour or more, hourly rate to be paid.</i>	\$147 per 8 hour block

Mileage, Holiday Pay, and Care Pro Training

Incidental Transportation (*during shift with client in car or on behalf of client in Care Pro vehicle*) is paid at .66 per mile. Please be sure to report mileage when you are clocking out of your shift via Wellsky.

Home Instead Care Pros are paid time and a half for hours worked on the following holidays: *New Year's Eve from 5pm, New Year's Day, Martin Luther King Jr. Day, Easter, Patriot's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Eve from 5pm, and Christmas Day.*

Care Pros are compensated for overtime and travel time in compliance with Federal Department of Labor regulations.

Care Pro Benefits*

Paid Vacation and Sick Time
Simple IRA Retirement Plan
Dental Insurance
Life and Disability Insurance

*Please see employee handbook for information on benefits. We will reach out to all eligible employees during open enrollments

Care Bridge Home Care, Inc., dba Home Instead

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Each Home Instead franchise office is independently owned and operated.

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www.homeinstead.com/151