



Carrington

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Carrington's Recruitment Strategy Incentives

1. Employee Referral Bonus

- Existing Staff Referral of a New Staff Member
- \$100 gift card issued to Existing Staff Member upon successful employment of their referral
- \$400 gift card issued to Existing Staff Member should their referral continue their position consistently for 6 months
- Referral is required to work consistent shifts for the 6 month period, with a minimum of 3 shifts per week
- Referral can only be a Permanent Staff member, Casuals are not eligible
- Referral needs to be identified at interview – a form will need to be completed and signed

2. Retention Bonus – New Staff

- Strategy for New Staff Members to receive a retention bonus
- \$100 gift card issued to Existing Staff Member upon successful employment
- \$400 gift card issued to Staff Member should they continue their position consistently for 6 months (Permanent only)
- \$500 gift card issued to Staff Member should they continue their position consistently for 12 months (Permanent only)
- New Employee is required to work consistent shifts for the 6-month period, with a minimum of 3 shifts per week
- New Employee can only be a Permanent Staff member, Casuals are not eligible

3.1. Utilisation of existing staff (Permanent Staff)

- Strategy for existing permanent Staff Members to receive a bonus by picking up 2 or more extra permanent shifts in a fortnight
- \$100 gift card issued to Existing Staff Member upon Contract Completion
- \$400 gift card issued to Staff Member should they continue their position consistently for 6 months (with the added shifts)
- This bonus can only be received once during employment at Carrington
- This bonus criteria can only be a Permanent Staff member, Casuals are not eligible
- Should any shifts be dropped or removed in the 6 month period, the staff member will not be eligible for the bonus
- This benefit is only available for staff who have been employed **before** 1st March 2023



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3.2. Utilisation of existing staff (Casual Staff)

- Strategy for existing Casual Staff Members to receive a bonus by changing contract from Casual to Permanent with a minimum of 6 permanent shifts in a fortnight
- \$200 gift card issued to Existing Staff Member upon Contract change (Casual to Permanent)
- \$300 gift card issued to Staff Member should they continue their position consistently for 6 months (with the Permanent shifts)
- \$500 gift card issued to Staff Member should they continue their position consistently for 12 months (Permanent only)
- This bonus can only be received once during employment at Carrington
- Should any shifts be dropped or removed in the 6 month period, the staff member will not be eligible for the bonus
- This benefit is only available for staff who have been employed **before** 1st March 2023

4. Rocksalt Restaurant Discount

- Strategy for all staff members to receive a 15% discount at our Rocksalt Restaurant
- 15% Discount applies to all advertised food & drink items – Alcohol is not included
- This discount is available on all orders for Carrington Employees
- This discount is available at all times, with no limitations on when it can be received

5. Uniforms

- Strategy for all staff members to receive an initial starting set of Carrington Uniforms
- For any new staff member, the following will be provided upon commencement:
 - 1x Shirts
 - 1x Pants
 - 1x Jacket/Jumper



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6. Certificate III Aged Care Requirements

- Employee must be Enrolled in suitable Certificate III in Aged Care Course of their choosing
- Costing is varied depending on education organisation chosen
 - Carrington to pay \$500 towards Certification on receipt of paid course costs at the completion of the course
- Competencies to be completed before being rostered to work on the floor:
 - Manual Handling
 - Infection Control
- Staff member will be allocated a **Paid Placement**
- The mandatory requirement for this program is that the staff member must be employed as permanent and must work a minimum of 3 shifts per week
- Carrington will facilitate flexible arrangements to accommodate study requirements

7. Criminal Record Check

- Carrington will cover all costs included in any Criminal Record checks