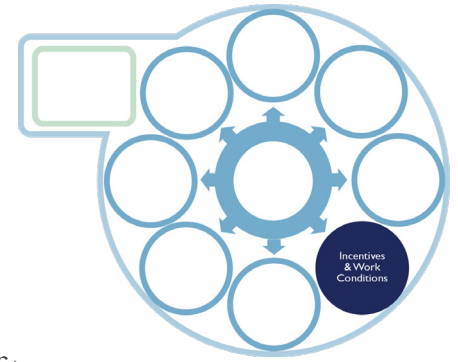


WORKSHEET F:

Explore Incentives & Work Conditions



STOP ⚡ Download, save, and work in your saved worksheet!

What is the Desired Outcome or Condition?

Staff at all levels receive competitive and equitable salary, compensation, benefits, and incentives and are provided the necessary tools and resources in the office and field to feel **physically safe, emotionally supported**, and valued as professionals and individuals.

How well is your agency doing in this area?

The following are sample indicators of an agency’s level of performance in this area. For each indicator below, consider and discuss the extent to which you think your agency’s policies and structures promote your agency’s overall performance, based on a scale of 1 = Poor, 2 = Fair, 3 = Good.







<u>Indicators of Agency Level of Performance</u>	<u>Rating</u> 1 = Poor 2 = Fair 3 = Good
The salary, compensation, and benefits offered by the agency are routinely monitored to determine whether they are equitable within positions and competitive with those of other employers.	
The agency has in place equitable processes to design and implement strategies to express its appreciation for all staff and considers ways to increase employee satisfaction, commitment, and retention.	
Considering the impact of working conditions on employee morale and performance, mechanisms are in place to assess and ensure staff safety in the office and field.	
There are formal and informal programs and processes in place to address staff stress and respond to the impact of secondary trauma.	
The impact of workload and caseload on staff well-being and work/life balance are considered and mechanisms are in place to address disproportionate workload.	
The agency has transparent and open communication about how incentives and work conditions are managed.	
Notes/Comments:	

What strategies should your agency consider to strengthen this component?

The following examples include promising or effective strategies designed to address workforce gaps impacting an agency.

For each strategy:*

- First, consider and note in the table below: A = Agency Already Engaged, B = Interested in the Strategy, C = Not Applicable (NA) or Not Interested At This Time (NI).
- Next, consider how difficult it would be for you and your team to work within the agency or with partners to implement or strengthen its performance based on 1 = Readily Doable, 2 = Feasible But Will Take Some Effort, and 3 = Difficult.

<u>Examples of Promising or Effective Strategies</u>	<u>Implementation</u> A = already engaged B = interested C = NA or NI	<u>Level of Difficulty</u> 1 = readily doable 2 = feasible with effort 3 = difficult
Establish benchmarks for  workload/caseload size using agreed- upon metrics and routinely monitor for their achievement.		
Design and offer equitable,  non-monetary benefits and incentives to all staff (e.g., flexible scheduling, job sharing, telecommuting).		
Design and offer onsite or partnered programs for  culturally responsive self-care and wellness that are promoted and used equitably by staff.		
Assess staff perceptions and experiences regarding safety in the office and field and develop  safety protocols and procedures and risk management procedures.		
Incentives are provided to staff with particular skills (such as linguistic or cultural) that are valued by the agency (e.g., a “bilingual/bicultural benefit” stipend on top of regular salary).		
Address  microaggressions , harassment, and social exclusion (micro or macro) that create work conditions where underrepresented staff feel unsafe, invisible, undervalued, or not valued.		
Other Strategies? Click  MyNCWWI for additional strategies, resources, and tools.		
Notes/Comments:		

* This particular rating (considering whether the agency is already engaged or interested and then the “doability”) was adapted from the excellent resource *Self-Assessment Workbook for Building a Stable and Quality Child Welfare Workforce* by the Center for the Study of Social Policy (2006).