

As a PCA in the MassHealth PCA Program, you are required to attend a 4-hour PCA New Hire Orientation.

New Hire Orientation provides you with important employment-related information about wages and benefits; fraud, abuse, and neglect; and workers' rights. Upon completion of Orientation, you will be paid your hourly rate to attend the 4-hour Orientation. You may not attend Orientation at the same time as you provide services for your Consumer-Employer.

New Hire Orientation does not provide information about how to assist your Consumer-Employer in activities of daily living. Your Consumer-Employer will provide you with that training.

To register, call the Homecare Training Benefit at (877) 409-8283 or at <http://bit.ly/pcanho>.

PCAs will not be eligible to receive any pay increases (including seniority and complex care increases) after July 1, 2024, until they complete New Hire Orientation.

As a PCA, you may participate in both the Consumer-Employer Led New Hire Orientation and the Group New Hire Orientation, however, you will only be paid for participation in one New Hire Orientation.

There are two options available:

- 1) Group New Hire Orientation: With this option, you attend a group orientation session virtually or in person with other PCAs. The Group New Hire Orientation must be completed within **three (3) months** of your hire date.

Or

- 2) Consumer-Employer Led New Hire Orientation: This is a two-part orientation where your Consumer-Employer conducts part one of the orientation with you either online or using printed materials. Part one of this option is only available within the first three months of your hire. PCAs will then need to attend part two of the orientation in a group session available virtually or in person and must be completed within **three (3) months** of your date of hire.