



JACKSON COUNTY
Memorial Hospital
Nursing Opportunities

Program	Employees	Description
Kaplan NCLEX Review Course	RN Graduates	This FREE 4-day course is available to RN graduates who have signed a commitment letter. This course is held at an Altus facility during mid-May of each year.
NCLEX Reimbursement & Bonus	RN Graduates	RN graduates who have signed a commitment letter will be eligible for a one-time NCLEX fee/exam reimbursement, as well as a \$500 bonus for passing the NCLEX on the first attempt.
New Graduate Nurse Program	RN Graduates	RN graduates are enrolled in the three-month summer program (June, July and August). The program is designed to provide an extended orientation and support resources to the RN graduate and consists of assisting the graduate in passing the NCLEX, monitoring and evaluating the effectiveness of the orientation process and coordinating weekly in-services and workshops
Retention Bonus	RN	RNs who stay employed at JCMH as full-time employees with an average of 2080 hours worked per year will receive a Retention Bonus at 6 years and 10 years of service (effective July 1, 2007). Service must be consecutive without any breaks. Part-time and per diem employees will receive pro-rated bonuses based upon total hours worked. Cap payout is \$15,000.
Sign-On Bonus	RN	Up to \$3,000 (signed commitment letter required). The employee will receive 25% of the bonus 6 months after their hire date and then receive an additional 25% of the bonus every 6 months.
Clinical Ladder	RN, LPN, CNA, PCA & Surgical Techs	4-Tiered compensation program for employees that have been at JCMH at least one year. Applications and portfolio submissions are due every year on April 15, with payment following the approval process. Each level requires certain competencies and achievements. This is an optional program for employees and can be achieved every year (see policy for specific details).
Shared Governance		Through this program, nursing staff are given a platform to voice concerns and issues related to their practice (through unit-based councils and service teams). This program provides a mechanism for the nursing staff to become empowered within the decision-making process and promotes professional growth and education.
Resource Pool	RN	Designed for RNs who can commit to work 12-36 hours/week. There are 4 level plans for purposes of floating to different assigned departments and it is an alternative to the traditional full-time, part-time and per diem status. The RN is paid at a higher level, however, some benefits are excluded. On-call pay and shift differentials apply.
Weekend Agreement	Patient Care	Will be paid 40 hours at base salary plus differentials for working 32 hours (accrue hospital benefits as a full-time employee). Agree to work 3 of the 6 recognized holidays. Weekend agreement hours are defined as shifts that are worked within the time frame starting 3 p.m. Friday to 7 a.m. Tuesday.

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PTO- Paid Time Off	All Employees (excluding Resource Pool)	To provide employees time away from work for vacations, holidays, bereavement and other leaves of absences, as well as to provide compensation for lost income during periods of recuperation from illness or accident. The PTO program is the consolidation of all accrued benefit time into one plan and PTO begins 6-months from hire date. PTO is accrued on hours worked.
Shift Differential Pay		Additional pay per hour for evening and night shifts. See JCMH Shift Differential policy.
Instructor Pay		Employees who are instructors for an accredited nursing program will receive a \$500 per semester bonus.
Preceptor Pay	RN, LPN, CNA, PCA & Surgical Tech Preceptors	JCMH preceptors must submit applications and attend a Preceptor Training Workshop. The preceptor model for orientation of new staff will be used on the nursing units. RN/LPN preceptors will be paid an additional \$1.00 per hour and CNA/PCA/Surgical Tech preceptors will be paid an additional \$0.50 per hour
On-Call Pay	All Employees	Employees are paid at a rate of \$1.50/hour while on "stand-by."
Holiday Pay	Scheduled Staff	Time-and-one-half of regular pay (Thanksgiving day and Christmas day)
Incentive Pay	RN, LPN	Nurses willing to cover extra shifts in the Medical/Surgical areas. This pay is in addition to any overtime or tier pay.
Tier Pay	RN, LPN, CNA, PCA	Staff that are 0.6 or less FTE are eligible for tier pay (pay scale is based upon number of hours worked weekly)
Certification Bonus		JCMH may reimburse employees for fees associated with testing for a certification and may compensate employees for acquiring a certification. Both the reimbursement of fees and any additional compensation must be pre-approved. The additional compensation will be 3% of the employee's base pay and will be added to the employee's base pay (see JCMH Certification Pay policy)
Employee Referral Bonus	All Employees	JCMH will pay an active employee \$5,000 for critical need positions, \$3,000 for licensed/registered personnel and \$1,000 for other specified positions as indicated on the job posting board. One-half of these amounts will be paid to the employee after the completion of the 90-day introductory period of the candidate and the remaining half will be paid at the end of the one-year period. Referral forms must be submitted to HR prior to the application of the candidate.
Education Assistance Program	Employees working at least 20 hours/wk seeking LPN/ADN/BSN/MSN	All coursework must be intended to maintain and improve skills related to the employee's work assignment and courses must be approved in advance. Educational assistance is limited to \$3,000 per year and for every \$3,000 assistance the recipient will owe JCMH 1 year of service. See the Nurse Recruiter for questions and application forms.
Home Health Products Discount	All Employees	15% discount for nursing gear and supplies
Employee Health Clinic	All Employees	Employees and their dependents may make an appointment with a Nurse Practitioner for \$7.50 (with reduced rates for laboratory and radiology tests).
On-site Education	All Employees	Compensated educational opportunities offered at JCMH
Committee Involvement		Staff nurse involvement on all JCMH nursing committees
** See Benefit Package for information about 401K Savings and Investments, Long Term Disability and Life Insurance, & Health/Dental/Vision Insurance **		