

Nursing Incentives

New Graduate Incentives

Incentives will include a reimbursement of an NCLEX review course and enrollment in a three-month summer program (June, July and August) designed to provide an extended orientation and support resources to the RN. It consists of assisting the graduate in passing the NCLEX, monitoring and evaluating the effectiveness of the orientation process, and coordinating in-services and workshops

Shift & Weekend Differential Pay

Additional pay per hour for weekday evening and night shifts, as well as weekend evening and night shifts.

Clinical Ladder

4-Tiered compensation program for employees that have been at JCMH at least one year. Applications and portfolio submissions are due each 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.

Shared Decision Making Model

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

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/weekend differentials apply.

Weekend Agreement

Participants will work 32 hours (paid for 36) or work 36 hours (paid for 40) at base salary plus differentials. Will accrue hospital benefits as a full-time employee. (See policy for details).

Instructor Pay

Employees who are instructors for an accredited nursing program will receive a \$500 per semester bonus.

Preceptor Pay	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/CNA/PCA/Surgical Tech preceptors will be paid an additional amount per hour.
On-Call Pay	Employees will be compensated at an additional rate while on “stand-by.”
Holiday Pay	Time-and-one-half of regular pay (Thanksgiving and Christmas day) for scheduled staff
Incentive Pay	Additional pay-per-hour for nurses willing to cover extra shifts in emergency situations when overtime does not apply.
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)
Education Assistance Program	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 in assistance, the recipient will owe JCMH 1 year of service. Application forms available in the Education Center.
Home Health Products Discount	15% discount for nursing gear and supplies
Employee Health Clinic	Employees and their dependents may make an appointment with the Nurse Practitioner for \$7.50 and reduced rates for laboratory and radiology tests.

Nurse Recruiter Summer Squires - 580-379-5667
Human Resources Suzy Frey - 580-379-5882

This is my hospital.