



NURSES CALLED TO SERVE CAMPAIGN

Sign-On Incentives - FAQ

CHI Saint Joseph Health is excited to announce the Nurse Called to Serve 2021 recruitment campaign from January 18, 2021 through April 30, 2021. Eligible facilities and departments are outlined in the Eligible Facilities and Departments document.

New hire candidates who are offered and accept Full-Time or Part-Time bedside staff RN or LPN positions at eligible facilities in eligible departments during the outlined campaign dates and begin employment no later than June 1, 2021 may be eligible for one of several enhanced incentives. Current employees who are offered and accept new graduate RN positions may also be eligible for incentives. There are opportunities for eligible, current PRN RNs who transfer to full-time status and agency RNs as well.

FREQUENTLY ASKED QUESTIONS (FAQs) - INCENTIVES

Definitions of Eligible Positions

Q. What defines full-time?

A. Full-time is defined as a budgeted FTE value of .9 or higher.

Q. What defines part-time?

A. Part-time is defined as a budgeted FTE value of at least .5, but less than Full Time.

Q. What is a bedside, staff RN or LPN position?

A. A bedside, staff RN or LPN is a nurse who delivers bedside, direct, hands-on patient care to a group of patients as a primary, every shift responsibility.

Q. Are nurse supervisor and nurse manager eligible positions?

A. No. Nurse supervisor and nurse manager positions are not eligible positions. However, charge nurse positions are eligible.

Eligible Departments

Q. What departments are included in the campaign?

A. A list of eligible departments and eligible facilities is available at CHISaintJosephHealth.org/Nurse-Recruitment-Resources.

Incentives

Q. What are the incentives being offered during the campaign?

A. Eligible candidates may choose from ONE incentive: Sign-on, Agency Conversion, PRN-to-Full-Time or Education Assistance. A candidate may not be eligible for an incentive or choose not to accept one.

Q. How much is a Sign-On incentive?

A. The amount of a sign-on incentive will be determined by two factors: full-time or part-time status and years of acute care experience. You may access the incentive grid at CHISaintJosephHealth.org/Nurse-Recruitment-Resources.

Q. What is the Agency Conversion incentive?

A. An Agency Conversion incentive is available to agency (non-employee, traveler) staff who have been on assignment in a campaign facility/department eligible position as of January 1, 2021 that accept an eligible, regular staff position during the campaign without a break between the end of their CHI Saint Joseph Health contract and regular employment with a start date as a CHI employee by June 1, 2021.

Q. What if an agency RN leaves, but then wants to come back as a regular employee? Is he/she still eligible for an incentive under this campaign?

A. If the agency RN leaves without accepting and beginning regular employment within the time parameters of the campaign, the Agency RN will not be eligible for an Agency Conversion incentive. However, if the Agency RN has been gone for at least 13 weeks (or the equivalent of one travel assignment) and incentives are still being offered, he/she may be eligible for incentives applicable to external hires (Sign-On and Education Assistance) under the enhanced campaign amounts.

Q. How much is the Agency Conversion incentive?

A. The amount of the Agency Conversion incentive will be determined by two factors: FT or PT status and years of acute care experience. The incentive grid is located at CHISaintJosephHealth.org/Nurse-Recruitment-Resources.

Q. What is the PRN-to-Full-Time incentive?

A. The PRN-to-Full-Time incentive is for current CHI Saint Joseph Health employees who were already employed in a campaign-designated facility/department as a PRN bedside staff RN as of January 1, 2021, and who transfer to a full-time, campaign-eligible position during the campaign.

Q. Who is eligible for the Education Assistance incentive under the campaign and how much is it?

A. The Education Incentive is only available to new hires or current employees transferring from a non-RN to new graduate RN position that are accepting facility/department full-time eligible positions. This incentive is not available for those accepting part-time positions. You may access the value of the Education Assistance incentive at CHISaintJosephHealth.org/NurseRecruitment.

Q. How long are the service commitments for the incentives?

A. The Sign-On, Agency Conversion, and PRN-to-Full-Time incentives require a two-year service obligation in a campaign-eligible incentivized position in order to be eligible for the full value of the incentive. The Education Assistance incentive requires a four-year service obligation in an eligible position in order to be eligible for the full value of the incentive.

Q. What happens if I accepted an incentive with the campaign but do not remain in a campaign-eligible position for the full length of the agreement?

A. You will forfeit any remaining payouts and will not be eligible for incentives under the standard incentive program.

Q. What happens if I transfer from a full-time campaign-eligible position to a part-time campaign-eligible position or a part-time campaign-eligible position to a full-time campaign-eligible position while still under the agreement?

A. Such instances will be reviewed on a case-by-case basis to determine if remaining payouts will continue and/or be prorated. Final decisions will be at the discretion of Nursing Administration and Human Resources Administration.

Q. Are rehires eligible for the campaign incentives?

A. Rehires are eligible for the campaign Sign-On and Education Assistance incentives if they have been gone at least six months and do not owe money to the organization for a previous incentive, etc.

Q. What if I receive disciplinary action while participating in an incentive?

A. You must be in good standing, including no final written disciplinary action or higher, in order to be eligible for a scheduled payout and/or future payouts. Final decisions will be at the discretion of Nursing Administration and Human Resources Administration.

Incentive Payment

Q. How are the incentives paid?

A. You will receive the respective incentive payment installments on your regular paycheck. Payouts occur the first pay period after your successful completion of 90 days of employment, one year of employment and two years of employment in an eligible position. Incentives are subject to applicable taxes and withholdings.