



Sign On & Referral Bonus Program

December 2021 & January 2022

	Bonus Amount	<u>Eligible Positions:</u>	
TGH Team Member Referral	\$1,000	PCT / Nurse Tech Phlebotomist EVS Aide Transport	Dietary Aide Dietary Floor Stock Dining Ambassador Kitchen Assistant
New Team Member	\$750		

	Bonus Amount	<u>Eligible Positions:</u>	
TGH Team Member Referral	\$2,500	Pharmacy Tech Respiratory Therapist	Sterile Processing Surgical Tech
New Team Member	\$2,000		

	Level 0	Level 1: 10% Vacancy	Level 2: 15% Vacancy	Level 3: 20% Vacancy	<u>Eligible Positions:</u>
TGH Team Member Referral	\$5,000	\$10,000	\$15,000	\$20,000	Clinical Nurse RN Regular RN Premier
New Team Member	\$5,000	\$10,000	\$15,000	\$20,000	

Amounts shown are before taxes and 403(b) contribution if applicable.

Qualifications & Details:

- To receive the referral bonus the potential candidate MUST list the TGH team member that referred them on their initial employment application.
- Both parties must be actively employed at TGH at the time of the respective pay out dates to receive the referral bonus.
- The sign-on bonus is only available for new team members entering a full-time position.
- The referring team member must be employed by TGH and may be full-time, part-time, or pool status.
- Bonuses are only available for new team members entering a full-time position.
- The new team member must remain in the approved positions to be eligible for ongoing referral payouts. Reduction in FTE may result in forfeiture of future payments.
- Rehired team members must have been gone for a minimum of 6 months to be eligible for the sign on bonus.
- The bonus level and amount honored will be based upon candidate's formal application to the role. (mindful that offer date or acceptance date could be weeks before hire date)
- Associated sign on bonus for the identified positions will be awarded to external hires without a TGH referring Team Member.
- For new team members (ASN or BSN grads) starting as Graduate Nurses (GNs), bonus distribution will start after 30 days after active RN license issue date.
- Members of Leadership, Human Resources, and Providers (i.e. Physicians (MD/OD), APPs, Pharmacists) will not be eligible for the Referral Bonus.

Questions? Email the Recruitment Team at JoinOurTeam@tgh.org.

RN Unit Vacancy Rates

LEVEL 0:

Neuroscience 2 9A2
Surgical Preparation
Ante Postpartum 4A1-3
Pediatric Medsurg 5E1 5F1
Acute Care for the Elderly 6C1
Med Surg ICU 6F
Ortho Trauma 8C1

3F Operating Rooms
Surgery Trauma 8C2
NICU North
NICU South
3F Pre Post
6K Pre Post
Endoscopy Center
Acute Care Rotational Program

CV Pre Post Procedure
Vascular Access team
Medical ICU 2 5C1 & 5C2
Labor & Delivery 4K1-5
Short Stay Center 2H1
Neuroscience ICU 1 5K3 5K4
Adult ICU Stepdown 5A

LEVEL 1: 10% VACANCY

CVTOR Pre Post
Women's Center OR
Neuroscience 1 9A1
Transplant 1 7F & 8F
Adult Dialysis-Apheresis Unit

Mother Baby Unit 4F2-3
Observation 1J1
Radiology Nursing
Vascular ICU 9C2
Specialty Surgery 6K4-5
Transitional Nursery 4B4

Post Anesthesia Care
Rehab Nursing
Oncology 2 7C2
CV Interventional Radiology
Coronary Care ICU 2D1 & 2D2

LEVEL 2: 15% VACANCY

Medical ICU 6E & G
Infusion Center
Observation Unit 1F1-2
Observation Unit 1J2 & 1J3

Primary Care 8A1
Complex Medicine 2 6A2 7A2
Burn Center 6C2-3
Surgical Trauma ICU 5K1-2

LEVEL 3: 20% RN VACANCY

6K Operating Room
Cardiac Rehab
Progressive Care Unit
Radiology - Rad Onc
Behavioral Support Team
Clinical Resources Float Pool
Global Emerging Diseases Institute

Main OR
Joint Replacement Center 7A1
Primary Care 8A2
Cardiac Telemetry Unit 5A1-2
Pediatric Day Hospital
Vascular Surgical Acute Care
Cardiovascular Telemetry 3H1
Cardiac Vascular Transplant Surgery

CV Cath Lab
Oncology 1 7C1
Transplant 2 9F1
Brandon Healthplex ED
Emergency Department
Cardiothoracic ICU 3D1-2
Complex Medicine 1 6A1
Neuroscience ICU 2 5K5