

# Recruitment & Referral Incentive Bonus Plan October & November 2021

To enhance recruitment and retention efforts, Tampa General Hospital will offer a recruitment and retention incentive beginning October 4, 2021 and continuing through November 15, 2021 that will focus on hiring Clinical Nurses, PCT, Nurse Techs, and EVS aide team members. RN vacancy rates for departments will be evaluated monthly to determine eligibility for bonus level.

## ELIGIBLE POSITIONS:

Clinical Nurse  
RN Regular & RN Premier  
Environmental Services Aide  
PCT / Nurse Tech

### Total Bonus Amounts for Clinical Nurses, RN Regular & RN Premier:

	Level 0	Level 1: 10% vacancy	Level 2: 15% vacancy	Level 3: 20% vacancy
TGH Team Member Referral	\$5,000	\$10,000	\$15,000	\$20,000
New Team Member	\$5,000	\$10,000	\$15,000	\$20,000

### Bonus Pay Out Schedule

	TGH Team Member Making the Referral & New Team Member
First Pay Out	In the month following the new team member's 30 days anniversary date
Second Pay Out	In the month following the new team member's 6 month anniversary date
Third Pay Out	In the month following the new team member's 12 month anniversary date
Fourth Pay Out	In the month following the new team member's 18 month anniversary date

### Total Bonus Amounts for Environmental Services Aides, PCTs, and Nurse Techs:

	Bonus Amount
TGH Team Member Referral	\$1,000
New Team Member	\$750

### Bonus Pay Out Schedule

	TGH Team Member Making the Referral & New Team Member
First Pay Out	In the month following the new team member's 3 month anniversary date
Second Pay Out	In the month following the new team member's 6 month anniversary date

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 referring team member must be employed by TGH and may be full-time, part-time, or pool status.
- ASN or BSN grads will qualify for the bonus.
- Bonuses are only available for new team members entering a full-time position. Sign on bonus will be prorated for part time PCT/EVS team members.
- 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.

Questions? Email the TGH Recruitment Team at [JoinOurTeam@tgh.org](mailto:JoinOurTeam@tgh.org).

# RN Unit Vacancy Rates

## LEVEL 0: 0-15% RN VACANCY

Progressive Care Unit  
Med Surg ICU 6F  
Surgery Trauma 8C2  
3F Operating Rooms  
Transplant 17F & 8F  
CV Cath Lab  
NICU South

Pre-Op Center  
Vascular ICU 9C2  
Labor and Delivery 4K1-5  
Acute Care for the Elderly 6C1  
Pediatrics Medsurg 5E1 5F1  
Neuroscience ICU 15K3-5K4  
Critical Care Rotation Program  
Cardiac Vascular Transplant Surgery

CV Pre Post Procedure  
Observation 1J1  
Pediatric Dialysis Center  
Ante Postpartum 4A1-3  
Endoscopy Center  
Vascular Access Team  
3F Pre Post

## LEVEL 1: 10% RN VACANCY

Observation Unit 1F1-2  
Cardiovascular Telemetry 3H1  
Infusion Center  
Short Stay Center 2H1  
Neuroscience 19A1

Mother Baby Unit 4F2-3  
Neuroscience 29A2  
Brandon Healthplex ED  
Oncology 27C2  
Admit Hold ICU 1J2 & 1J3

Adult Dialysis-Apheresis Unit  
Primary Care 8A1  
Medical ICU 25C1 & 5C2  
NICU North  
Nursing 4R

## LEVEL 2: 20% RN VACANCY

Women's Center Pre & Post  
Transplant 29F1  
Women's Center OR

Complex Medicine 26A2 7A2  
Medical ICU 6E&G

## LEVEL 3: 30% RN VACANCY

Clinical Resources  
Global Emerging Diseases Institute  
6K Operating Room  
Main OR  
Emergency Department  
Primary Care 8A2  
6K Pre Post  
Complex Medicine 16A1

Burn Center 6C2-3  
Joint Replacement Center 7A1  
CVTOR Pre Post  
Cardiac Telemetry Unit 5A1-2  
Specialty Surgery 6K4-5  
Cancer Care Infusion (TGMG Riverview)  
Adult ICU Stepdown 5A  
Surgical Trauma ICU 5K1-2

Pediatric Day Hospital  
Vascular Surgical Acute Care  
Cardiac Vascular Transplant Surgery  
Coronary Care ICU 2D1 & 2D2  
Cardiothoracic ICU 3D1-2  
Neuroscience ICU 25K5  
Oncology 17C1  
Team Member Health Clinic