



Idaho Nursing Recruitment and Retention Toolkit

Note: Some strategies are listed in multiple categories.

Category: Salary and Benefits		
Brief Description of Strategy	Comments	Contact
Sign-on bonus		Catherine Luchsinger 208-251-5803 Portneuf MC
Retention/ Longevity Bonus for nurses - Paid at 1,2,5,10 and then every 5 years to 40	Doesn't cost that much and is a very big recognition piece for long term staff. Would have included LPNs for the beginning Would have incorporated PRNs at prorated amounts earlier.	Ben Murray 208-367-6234 bernmurr@sarmc.org St. Alphonsus RMC
Nurse incentives, raise in pay to better match the Treasure Valley due to our high cost of living	We were able to pay a better living wage and therefore recruited to full staff.	Teri Coombs tericoom@cmchd.org Cascade Memorial Center
Hire on bonus.	It is a good tool for bringing new people on board and keeping them for awhile.	Ronda Wagner. 208-549-4423. rondwagn@weiserhospital.org Weiser Memorial Hospital
Clinical Incentive Program	This program provides an incentive for staff to earn bonus dollars while improving their skills to provide better patient care.	Joyce Hill 208-737-2170 joyceh@mvrmc.com Magic Valley RMC
Merit pay increases - pay for performance	This program gives an employee the opportunity to earn salary increases based on job performance - gives the employee control over the salary increases they receive.	Joyce Hill 208-737-2170 joyceh@mvrmc.com Magic Valley RMC
Referral Bonuses	This program is an excellent recruitment tool and gives our current employees to earn extra bonus dollars by recommending friends	Joyce Hill 208-737-2170 joyceh@mvrmc.com Magic Valley RMC

Category: Salary and Benefits		
Brief Description of Strategy	Comments	Contact
Moving Reimbursement	This program assists the nursing staff that may be deciding to move here for a position by covering all or at least a large part of their moving expenses.	Joyce Hill 208-737-2170 joyceh@mvrmmc.com Magic Valley RMC
Salary market adjustments done on a regular basis.	This program keeps us competitive with the market	Samantha Lopez 208-737-2171 samanthal@mvrmmc.org Magic Valley RMC
We have re-emphasized our referral bonus for employees. When they refer an employee, that we hire, both the employee and the new hire receive a bonus upon start and at the end of the first year. Regular sign on bonus program was not successful. Too many left to get next sign on bonus somewhere else.	This gets the employees involved in recruitment efforts, they get rewarded for that and want to see the employee they recruited succeed, for professional reasons as well as getting the bonus at the end of the year.	Wendy Anderson 208-529-6082 wendy.anderson@hcahealthcare.com EIRMC
Professional and Technical Bonus Program/ Cash bonus for performance on the job	Those that participate really like it and state it is one reason they work here. Transitioned from a traditional career ladder program to this. Has been slower to catch on. Perhaps better communication with and involvement of staff.	Jackie Beig 208-529-6222 jackie.beig@hcahealthcare.com EIRMC
Recruitment bonus for new hire and staff referral that results in new hire		Brenda Bricker 208-422-1393 Brenda.Bricker@va.gov VA MC
Quarterly drawings for 8hr leave based on select criteria		Brenda Bricker 208-422-1393 Brenda.Bricker@va.gov VA MC
Competitive salary \$ Benefits package		Linda Astalos 208-756-5682 Steele Memorial Hospital
Housing assistance		Linda Astalos 208-756-5682 Steele Memorial Hospital
Developed "Common Ground" program where all nurses are hired to work the bedside, then cross trained to charge, admissions, case management etc. For every cross trained role, the nurse receives points which then drives salary.	Develops common ground that all nurses know how to care for our patients, no one is "above" providing direct care.	Judy Taylor 208-489-4699 Jtaylor@IERH.org Idaho Elks Rehab Hospital

Category: Salary and Benefits

<p>We are seeking funding to offer certification classes here such as Conscious Sedation, ACLS, TNCC, and PALS. Three certifications are offered for long term care nurses. Additional pay is offered if certifications are obtained.</p>	<p>We teach the first two already and now are completing instructor education for TNCC and PALS so both can be taught to all of our Acute Care and Emergency Department Staff.</p>	<p>Gerri Garten 208-267-3141 ext. 851 garten@bcch.org Boundary Community Hospital</p>
<p>On Call sign up for uncovered shifts once the schedule was posted. If you sign up and get called in for one of the open shifts it is time and a half pay. This was started to encourage staff to pick up extra needed hours and reward them all equally (part time and full time). Managers (salary) are eligible for time and 1/2 if they sign up. (Paid on the IHA midpoint RN wage scale.</p>	<p>Worked well the first month but am finding fewer shifts filled this month as people are getting tired. Does reward all employees for going above and beyond. (New program Sept. 06)</p>	<p>Katie Lammers 208-324-0535 katilamm@sbfmc.org St. Benedict's</p>
<p>Busy Call - called and come in within 2 hours to work to cover situational (busy) or emergency last minute absences of staff. Started in Oct. 2006</p>	<p>Need incentive to have people change plans at the last minute. Not enough information gathered yet. Managers are not eligible. (New program Oct. 06)</p>	<p>Katie Lammers 208-324-0535 katilamm@sbfmc.org St. Benedict's</p>

Category: Empowerment/Scheduling		
Brief Description of Strategy	Comments	Contact Information
Employee Empowerment-we do strategic planning first with administration, board and management. Then departments do their own strategic looking at the overall strategic plan. We do balanced scorecards. Each department using their quality program to implement and measure successes.	Nurse empowerment is huge. Getting nursing involved in all levels of decision making is key for us. Have the ideas come from the point of care. We use focus groups a lot to do problem solving at all levels. Every time we meet I learn something new.	Geri Garten 208-267-3141 ext. 851 garten@bcch.org Boundary Community Hospital
Nursing Self-Scheduling Committee - this is a group effort with input from whole staff and most all needs met every schedule. This has been very successful with week-end coverage and holiday coverage met on an order of preference system	Nursing staff has ownership in their schedule and feel valued in being empowered to self-schedule as they see fit.	Sue Higgins 208-476-8013 susan.higgins@smh-cvhc.org Clearwater Valley Hospital
Developed "Common Ground" program where all nurses are hired to work the bedside, then cross trained to charge, admissions, case management etc. For every cross trained role, the nurse receives points which then drives salary.	Develops common ground that all nurses know how to care for our patients, no one is "above" providing direct care.	Judy Taylor 208-489-4699 Jtaylor@IERH.org Idaho Elks Rehab Hospital
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Category: Education/Professional development		
Brief Description of Strategy	Comments	Contact Information
Tuition Reimbursement for education, \$2000/year after completion with a passing grade		Catherine Luchsinger 208-251-5803 Portneuf MC
We participate in IALN and receive grants for educational opportunities. Our retention strategy focuses on education.		Marcia Drage 208-436-0481 mkd@minidokmemorial.com Minidoka Memorial
Received a grant from IALN to promote retention at our facility. Our focus is on professional development. We are developing a review course and plan to sponsor Psychiatric Nursing Certification at our facility. We have also sponsored a national speaker at our facility.	We are a state institution with limited ability to pay for continuing education and have not been able to provide any type of salary incentives. It is difficult to recognize our current staff, since our salaries are the same for new graduates and staff who have been here for years.	Julie Reno 208-785-8415 State Hospital South Blackfoot
Ensure that we pay cost associated with professional certification as well as a cert bonus (4%) and recent bonus (2.5%)	great for building professional knowledge and skill base	Ben Murray 208-367-6234 bernmurr@sarmc.org St. Alphonsus RMC

Category: Education/Professional development

<p>Year long Graduate Nurse Fellowship - didactic classes thru the year, extra orientation time (two weeks) All GNs got thru the fellowship. It lasts all year from the start month they get a few extra weeks of orientation We use that time to float them to a few other affinity areas to ease their transition.</p> <p>They have a monthly all day class that is part didactic, part experiential We also let them choose an area or two they would like to see - fly with Life Flight, work the OR, Endo etc and that is incorporated in everyone's learning. We also use last year's GNs as partners, mentors, presenters etc for various activities with the new GNs.</p>	<p>Terrifically positive feedback on socialization, bonding, smoothing the professional pathway and so forth</p>	<p>Ben Murray 208-367-6234 bernmurr@sarmc.org St. Alphonsus RMC</p>
<p>We are implementing a Preceptor program this month. We have asked nurses who have experience, demonstrate leadership skills and model nursing well to take the class. Our belief is making the Preceptor a special program rather than having new employees work with multiple staff members will benefit our new staff as well as credit those who have teaching skills with the title of Preceptor after they attend the one day Preceptor class.</p>	<p>I don't yet know how the Preceptor program will work, so I can't comment yet. I wish we would have started the Preceptor Program sooner.</p>	<p>Vicki Allen 208-782-3727 vallen@binghammemorial.org Bingham Memorial</p>
<p>Education reimbursement/ \$5260/yr after completion with a passing grade of 3.25 GPA</p>		<p>Ronda Wagner 208-549-4423 rondwagn@weiserhospital.org Weiser Memorial Hospital</p>
<p>Bear Lake Memorial Hospital has encouraged the CNA and LPNs working at the facility to become RNs. This is accomplished with grants, scholarships and stipend from the facility. Employees have taken advantage of the AD RN program at ISU and also through the correspondence classes.</p>		<p>Rod Jacobson 208-847-4402 Bear Lake Memorial Hospital</p>
<p>Tuition Reimbursement -</p>		<p>Joyce Hill 208-737-2170 joyceh@mvrmc.com Magic Valley RMC</p>

Category: Education/Professional development

<p>We conduct a health fair in-service about health care job opportunities at the high school and at our annual health fair. In the past when funding was available we had Health Care Opportunities I and II both one credit classes that introduced high school students to health care positions and the second year was for Certified Nursing Assistants. Several students entered health care fields from these classes including nursing school.</p>		<p>Gerri Garten 208-267-3141 ext. 851 garten@bcch.org Boundary Community Hospital</p>
<p>We have funded nurses to increased education in a specific area or from CNA to LPN or RN.</p>		<p>Gerri Garten 208-267-3141 ext. 851 garten@bcch.org Boundary Community Hospital</p>
<p>We are seeking funding to offer certification classes here such as Conscious Sedation, ACLS, TNCC, and PALS. Three certifications are offered for long term care nurses. Additional pay is offered if certifications are obtained.</p>	<p>We teach the first two already and now are completing instructor education for TNCC and PALS so both can be taught to all of our Acute Care and Emergency Department Staff.</p>	<p>Gerri Garten 208-267-3141 ext. 851 garten@bcch.org Boundary Community Hospital</p>
<p>VALOR program - senior nursing student educated by a mentor. Works a few hours a week during the semester and more during the summer. Learn bedside nursing and it is a paid position.</p>		<p>Brenda Bricker 208-422-1393 Brenda.Bricker@va.gov VA MC</p>
<p>Participate in various educational support programs AA to BSN, LPN to RN.</p>		<p>Brenda Bricker 208-422-1393 Brenda.Bricker@va.gov VA MC</p>
<p>Implementation of ECCO - critical care course.</p>		<p>Brenda Bricker 208-422-1393 Brenda.Bricker@va.gov VA MC</p>
<p>Tuition Reimbursement for education - \$1,000.00 per year. Average - 2.0 or above.</p>		<p>Linda Astalos 208-756-5682 Steele Memorial Hospital</p>
<p>Mentor (all new hires) & preceptorship (new grads) for (6) weeks. Longer if needed.</p>		<p>Linda Astalos 208-756-5682 Steele Memorial Hospital</p>

<p>Continuing education - receive yearly education as required by job requirements. Hospital will pay \$1,000.00 for tuition reimbursement for education related to job.</p>		<p>Linda Astalos 208-756-5682 Steele Memorial Hospital</p>
<p>Offering (4) scholarships to our local high school to students meeting certain criteria and enrolling in college nursing program Going to the high school to talk about health care career opportunities</p>		<p>Linda Astalos 208-756-5682 Steele Memorial Hospital</p>

Category: Workplace Environment/Mentoring/Orientation		
Over the last two years we are implementing a limited lift and safe lifting educational program to help our hospital staff limited chronic or acute injuries. We have done a needs assessment then put new equipment and education in place. We have just started measuring this program.		Geri Garten 208-267-3141 ext. 851 garten@bcch.org Boundary Community Hospital
Leadership and management opportunities include flexible staffing. Every effort to allow for a healthy personal life has been afforded. We believe employees require a healthy personal life in order to focus on work. At our small hospital it is important to hire the right person.	It is a difficult place to live in that there is not much to do if you are not actively involved with agriculture, family and the outdoors. It is but one strategy. It would help if our facility had a consistent patient census. The CAH do and will continue to feel the pressure of the national problem, How to pay for health care?	Marcia Drage 208-436-0481 mkd@minidokmemorial.com Minidoka Memorial
We are implementing a Preceptor program this month. We have asked nurses who have experience, demonstrate leadership skills and model nursing well to take the class. Our belief is making the Preceptor a special program rather than having new employees work with multiple staff members will benefit our new staff as well as credit those who have teaching skills with the title of Preceptor after they attend the one day Preceptor class.	I don't yet know how the Preceptor program will work, so I can't comment yet. I wish we would have started the Preceptor Program sooner.	Vicki Allen 208-782-3727 vallen@binghammemorial.org Bingham Memorial
Received a grant from IALN to promote retention at our facility. Our focus is on professional development. We are developing a review course and plan to sponsor Psychiatric Nursing Certification at our facility. We have also sponsored a national speaker at our facility.	We are a state institution with limited ability to pay for continuing education and have not been able to provide any type of salary incentives. It is difficult to recognize our current staff, since our salaries are the same for new graduates and staff who have been here for years.	Julie Reno 208-785-8415 State Hospital South Blackfoot

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<p>Year long Graduate Nurse (GN) Fellowship - didactic classes thru the year, extra orientation time (two weeks) All GNs got thru the fellowship. It lasts all year from the start month they get a few extra weeks of orientation We use that time to float them to a few other affinity areas to ease their transition</p> <p>They have a monthly all day class that is part didactic, part experiential We also let them choose an area or two they would like to see - fly with Life Flight, work the OR, Endo etc and that is incorporated in everyone's learning We also use last year's GNs as partners, mentors, presenters etc for various activities with the new GNs.</p>	<p>Terrifically positive feedback on socialization, bonding, smoothing the professional pathway and so forth</p>	<p>Ben Murray 208-367-6234 bernmurr@sarmc.org St. Alphonsus RMC</p>
<p>Our greatest recruitment comes from student nurses who did their rotation here at SHN. We treat the students well and make sure they have a positive learning experience. We also work hard to provide a good place to work so our staffs positive comments are often why others seek employment. Continuing education We supply a meeting room for the students and offer them free meals during their rotation. The cost is minimal to the kitchen.</p>	<p>It involves time but minimal amount of money for the outcome produced.</p>	<p>Joyce Paulat 208-476-4511 Idaho State Hospital North</p>
<p>Nursing Self-Scheduling Committee this is a group effort with input from whole staff and most all needs met every schedule. This has been very successful with week-end coverage and holiday coverage met on an order of preference system</p>	<p>Nursing staff has ownership in their schedule and feel valued in being empowered to self-schedule as they see fit.</p>	<p>Sue Higgins, RN/DNS 208-476-8013 susan.higgins@smh-cvhc.org Clearwater Valley Hospital</p>
<p>Mentoring program for new nurses. They are assigned an experienced, trained mentor that stays their mentor for a full year. Continuing education</p>		<p>Wendy Timothy 208-359-6794 wtimothy@mmhnet.org Madison Memorial Hospital</p>

<p>Valor Program- senior nursing student educated by a mentor. Works a few hours a week during the semester and more during the summer. Learn bedside nursing and it is a paid position/</p>		<p>Brenda Bricker 208-422-1393 Brenda.Bricker@va.gov VA MC</p>
<p>Mentor all new hires & preceptorship (new grads) for 6 weeks. Longer if needed.</p>		<p>Linda Astalos 208-756-5682 Steele Memorial Hospital</p>

Other Strategies		
Brief Description of Strategy		Contact Information
Re-location allowance. Up to \$1,000.00 with receipts. We often allow folks to use the 2-bedroom apt. that the hospital owns for up to (6) weeks to assist with relocation.		Linda Astalos (208) 756-5682 Steele Memorial Hospital
Moving Reimbursement	This program assists the nursing staff that may be deciding to move here for a position by covering all or at least a large part of their moving expenses.	Joyce Hill 208-737-2170 joyceh@mvrmc.com Magic Valley RMC
Recruit through Job fairs at Idaho State University as well as sending representatives to BYU-Idaho and Technical programs. We also recruit students doing clinicals in our facility.	We have found having the students have clinicals in our facility brings a significant return in terms of those wishing to work at Bingham after graduation	Vicki Allen 208-782-3727 vallen@binghammemorial.org Bingham Memorial
Our greatest recruitment comes from student nurses who did their rotation here at SHN. We treat the students well and make sure they have a positive learning experience.		Joyce Paulat 208-476-4511 Idaho State Hospital North
Developed process to hire back RN retirees		Brenda Bricker 208-422-1393 Brenda.Bricker@va.gov VA MC