

**WE'RE**

**HIRING**



**New Hire and Referral Incentive**



## **Sign-on Incentive**

- \$1,000 Sign-on Incentive for newly hired Therapeutic Program Workers (TPW), Licensed Practical Nurses (LPN), and Psychiatric Attendants (PAT).
- Newly hired employees into the Psych/DD Nurse classification may be eligible to receive a signing incentive of up to \$2,000. This incentive is payable in increments of \$1,000 for new employees who reach 120 days and then successfully complete their probationary period of employment respectively.

## **Referral Incentive**

- \$1,000 to current full-time and part-time hospital employees in any classification for referring a newly hired TPW, LPN, or PAT from a posted vacancy.
- Hospital employees will receive up to \$2,000 (paid in increments of \$1,000) if their suggested Psych/DD Nurse candidate is hired and remains employed for 120 days and then successfully completes their probationary period of employment in a posted vacant position.
- The hospital employee must be identified by the applicant, the applicant must be hired by MHAS, and the applicant must be offered the signing incentive.
- The referral must comply with the State of Ohio policies regarding nepotism and Ohio Ethic Law. Referring hospital employees may receive up to a combined total of \$4,000 in referral incentives.
- The referral incentive will be payable as follows:
  - 50% once the new hire completes 120 days of service: and
  - 50% once the new hire successfully completes probation (365 days).
  - The referring employee must be employed by MHAS at the referred employee's 120 day service date and at the successful completion their probation period.

**Contact the Human Resources Department for more information.**