



# MARTIN HEALTH SYSTEM

## FAQ's

Q: Is there opportunity for advancement?

A: Yes. As a multi system hospital we offer many opportunities throughout our organization in different departments and modalities. We offer several residency programs to allow our associates to grow, advance and learn new skills.

Residency Programs at Martin Health System:

### **Peri-Op 101 Program**

Peri-Op 101 is a comprehensive online program used to educate perioperative nurses at all experience levels. The program is sixteen weeks long, which incorporates eight weeks of didactic classroom time followed by an eight week clinical practicum into the operating room. This advanced program provides associates an opportunity to take their existing knowledge to a new level and provide care in a unique environment utilizing a specific set of skills that allow for safe patient care.

### **Critical Care Residency Program (CCRP)**

This program provides an opportunity for registered nurse associates to develop the skills necessary to deliver safe and competent patient and family centered care in critical care environments. This one year CCRP program covers all standards of care set forth by the American Association of Critical Care Nurses (AACN), and consists of classroom instruction, clinician-supervised skill sessions in a state-of-the-art simulation lab, and structured clinical experiences.

### **Nurse Residency Program (NRP)**

The Nurse Residency Program is designed to facilitate the transition of the student nurse into the role of a professional, registered nurse at Martin Health System. The program enhances the knowledge base of novice nurses through integration of critical thinking, interpersonal and technical skills. The ten week orientation process exposes participants to subject matter experts within the organization, hands on opportunities and high-fidelity simulation experience to assist with their professional development.

### **Perinatal Residency Program**

This program will train the participants to become successful, competent Labor and Delivery nurses. The Association of Women's Health, Obstetrics and Neonatal Nursing has endorsed this program which consists of 10 modules that include Preconception, Physiology, Labor and Delivery, High Risk, Newborn, Postpartum, Perinatal Loss and Perinatal Safety. Participant's success will be evaluated through didactic training, hands on simulation, case studies and post-test evaluations.

### **Emergency Department Residency Program**

This program offers participants vital education in order to be successful in the fast-paced Emergency Department environment. Developed by the Emergency Nurses Association (ENA), the Emergency Nursing Orientation 2.0 online course is used in conjunction with a blend of traditional classroom learning, hands-on clinical experience and simulated scenarios. This advanced program hones in on critical thinking skills in order to ensure consistent, high-quality care is being provided.



# MARTIN HEALTH SYSTEM

## FAQ's continued

Q: Do you offer relocation assistance?

A: Yes. We offer relocation assistance as part of the total compensation package for those who meet the criteria and are relocating within the state of Florida (distance greater than 75 miles) and outside the state of Florida.

Q: Do you offer per diem?

A: Yes. We have our own internal per diem department called IFLEX. It is Martin Health System's one universal float pool of flexible, competent staff, consisting of RN's and PCT's that bring their commitment and skills to our patients every day. In addition, each department has dedicated per diem opportunities as well.

Q: Does Martin Health System support continuing education?

A: Yes we do! We offer many resources to our associates to assist with furthering their education. Assistance is based on criteria eligibility.

- Scholarships
- Loan forgiveness
- Tuition reimbursement
- Compensation for National certifications

Q: How are the clinical areas supported for education and learning?

A: We have a dynamic education and learning and organizational development team that is highly skilled and dedicated to providing our clinicians and all of our associates with the tools and resources necessary to succeed. These teams are creating innovative, fun, interactive learning solutions and have mastered the art of teaching at a high level to keep our front line engaged and prepared in the ever changing world of healthcare.

Q: Do you offer shift differentials?

A: Yes. We offer generous shift differentials up to \$6.25 an hour to full time and per diem staff

Q: Is there any consideration for continuing education credits?

A: Yes. We offer reimbursement for ACLS, PALS, and BLS certifications

Q: Is there other potential earning opportunities?

A: Yes. We have the following available for other potential earning opportunities:

- Preceptor Program- A program designed to provide the necessary tools, knowledge and motivation to potential preceptors. This program offers incentive pay in addition to hourly rate.
- Prime Award – A clinical advancement program to promote career growth and development and to recognize clinical professionals who excel in their profession. The application process is on an annual basis and there are points awarded to applicants for each qualifying activity. As a result, applicants will be monetarily rewarded in an annual lump sum based on the Prime level and criteria.
- Charge and Supervisor Relief – both offer incentive pay in addition to hourly rate



# MARTIN HEALTH SYSTEM

A culture of recognition for excellence

We Value our Associates!

Every day, our associates, physicians and volunteers perform many different tasks but share a common goal: to provide peace of mind through exceptional, personalized, compassionate care, always. While we can't recognize every act of exceptional professionalism, compassion or kindness, our goal is to help our colleagues know that they each play an important role in making a difference for each other we serve. We have a variety of recognition programs designed to express appreciation, recognize a colleague for going the extra mile for someone else, or to call out an individual or team for a job done exceptionally well. For those moments when saying "Thank you" or "Great job!" isn't quite enough, we take the time to recognize the meaningful work of a fellow associate, physician or volunteer.

At Martin Health System we have the following recognition programs:

- ICARE Associate of the Month
- Caring on the Spot
- ICARE Leader
- Patient Safety Champion
- Years of Service Awards
- The DAISY Award for Extraordinary Nurses
- Guardian Angel
- Volunteer Service Awards



# MARTIN HEALTH SYSTEM

## Our Mission, Vision and Service Promise

### Our Mission

To provide exceptional health care, hope and compassion to every person, every time.

### Our Vision

To be an innovative healthcare system nationally recognized for clinical excellence and improving the health and well-being of the communities we serve.

### Our Service Promise

Together we create peace of mind through exceptional, personalized, compassionate care, always.



Benefit Plan	Description	Associate Contribution	MHS Contribution
<b>Investing in Your Health</b>			
Martin Benefit Plan	Comprehensive medical and hospitalization coverage is available for you and your eligible dependents. It is a self-funded PPO. Coverage begins first of the month following sixty days of employment. Premium incentive for non-tobacco user.	Cost Share	Cost Share
Dental Plans	Preventive, basic, and major dental coverage for you and your eligible dependents. You may choose from two separate plans based on your dental needs. Coverage begins first of the month following sixty days of employment.	100%	0%
Vision Plan	Covers routine eye care, including eye exams and eyeglasses (lenses and frame) or contacts. The plan also provides discounts for certain services, such as Lasik. Coverage begins first of the month following sixty days of employment.	100%	0%
<b>Investing in Your Financial Security</b>			
Defined Contribution Retirement Savings Programs	Account based Retirement Savings Program, funded by MHS along with your other investments, savings and Social Security to help prepare you for financial security in retirement. You are considered 100% vested after three (3) years of service.	0%	MHS will match 100% up to the first 6% of compensation you defer. Any <b>full-time status</b> associate <b>actively employed</b> on December 31 <sup>st</sup> <b>and</b> has worked at least <b>1000 hours</b> between January 1 and December 31 of that year will be eligible for this annual employer match contribution.
Voluntary 401(k)/ 403(b) Retirement Savings Plan	Retirement is made easier for you - Associates will automatically see a 3% deduction around the third paycheck after employment (the plan is based on your department - 403(b) is the designated plan for non-profit and 401(k) is the designated for-profit plan). Employer contributions go into the 401(k) Plan. Rollovers from other like plans are accepted.	0.5% - 90% (3% auto enrollment)	
College Savings Plans	You can choose to contribute to a college savings plan. Contributions can be made to the State of Florida Prepaid College Fund through the convenience of payroll deduction. You may also contribute to a 529 College Savings Plan.	100%	0%
Short Term Disability Insurance (STD)	You can choose to receive income replacement protection through our group STD policy. In the event you become disabled for longer than 14 days, you may receive benefits up to 60% of your base monthly pay to a maximum of \$5,000 per month. Coverage begins first of the month following sixty days of employment. Pre-existing conditions (diagnosed or treated 3 months prior to effective date of coverage) are excluded for 12 months.	100%	0%
Long Term Disability Insurance (LTD)	You can choose to receive income replacement protection through our group LTD policy. In the event you become disabled for longer than 90 days, you may receive benefits up to 60% of your base monthly pay, to a maximum benefit of \$5,000 per month. Coverage begins first of the month following sixty days of employment. Pre-existing conditions (diagnosed or treated 3 months prior to effective date of coverage) are excluded for 12 months.	100%	0%
Life and Accidental Death & Dismemberment (AD&D) Insurance	You will be protected through our group term Life/AD&D policy. MHS provides you coverage at one-times your base annual salary, to a maximum coverage limit of \$50,000 at no charge to you. Your coverage will begin first of the month following sixty days of employment.	0%	100%
Flexible Spending Accounts	You may choose to designate a portion of your pre-tax income into a special "savings account" to reimburse medical and/or dependent care expenses that are not covered by another insurance or benefit program. This benefit is available to you first of the month following sixty days of employment.	100%	0%
<b>Investing in Your Well Being</b>			
Voluntary Benefits	Optional Term Life with AD&D, Dependent Term Life with AD&D, Permanent Life, Critical Illness, Group Legal, Auto Insurance, Accident Insurance, Long Term Care, Medical Gap Insurance, and Pet Insurance. These benefits are available to you first of the month following sixty days of employment.	100%	0%

Programs	Description	Associate Contribution	MHS Contribution
<b>Vacation, Salary Continuation and Other</b>			
Paid Time Off (PTO)	You will accrue Paid Time Off based on your length of service and actual hours worked, to be used for vacation, personal business, and holidays. PTO is accrued from date of hire, available after 3 months of employment and is not paid out upon separation of employment.	0%	100%
Holiday Hours	Holiday Hours are allotted based on when hired or transferred into an eligible status. Maximum hours do apply depending on this timing. Holiday Hours are available immediately and are not paid out upon separation of employment.	0%	100%
Associate Illness Bank (AIB)	Following completion of twelve (12) months employment, forty-eight (48) hours will be loaded into AIB. Banks are reviewed each October and brought back up to 48 hours if below. AIB to be used for time off due to personal illness or injury. <b>Please note*</b> Associates must be employed for a minimum of 6 months to qualify for an unprotected leave of absence and must be employed for a minimum of 12 months and have worked a 1250 hours to qualify for a job protected FML leave.	0%	100%
Bereavement Leave	You will be paid up to 24 hours of time off due to the death of an immediate family member. This benefit begins on your date of employment.	0%	100%
Jury Duty	If you are summoned for jury duty, you will be paid for time required in court during your scheduled working hours. Your jury duty pay will be at your regular base rate of pay, less the jury duty pay you receive. This benefit begins on your date of employment.	0%	100%
Unemployment Compensation	MHS makes all required contributions toward Unemployment Compensation. This will provide you with income replacement protection in the event you are out of work through no fault of your own.	0%	100%
Workers' Compensation	MHS progressive workers' compensation program will provide you with medical care and/or income replacement protection if you incur a work-related injury or illness.	0%	100%
Social Security	MHS will pay all necessary employer contributions to Social Security [FICA] to provide for your retirement or disability income replacement benefits.	7.65% of pay	7.65% of pay
<b>Other Benefits and Programs</b>			
Employee Assistance Program (EAP)	You and your dependents can receive services through our EAP. It provides confidential assessment, evaluation, and referral services available 24-hrs for personal/life/family/issues, short-term counseling and discounted legal services. Coverage begins first of the month following sixty days of employment.	0%	100%
Corporate Discounts	You receive a discount in the Gift Shops and Cafeterias located at Martin Medical Center, Martin Hospital South, and Tradition Medical Center. This benefit begins on your hire date and is received by presenting your ID badge as proof of employment. In addition, MHS has established the Perks Program, which allows local businesses to offer discounts.	0%	100%
Direct Deposit	You have the opportunity to have all or a part of your paycheck deposited directly to your account at any bank.	0%	100%
Fitness Centers	You and your family may join our Fitness Centers located throughout our community. Center staff members provide evaluation, consultation, orientation and personal training services.	Cost Share	Cost Share
Educational Assistance Programs	You may participate in MHS Education Assistance programs after one year of service. Tuition Assistance is available toward university courses. A Scholarship Program is available on an annual basis. Additional information is available from our Learning and OD Department.	0%	100%

*You will receive more information upon hire relating to these options. This summary is intended to be used only as a general outline of benefit and programs available to Associates of Martin Health System. All benefits and programs will be payable based on the written terms of the plan, policy or contract of each program. At the employer's sole discretion, the benefits are subject to change from time to time, based upon the recommendations and decisions of management. Of course, every effort will be made to communicate changes to Associates.*