

## NURSING EXCELLENCE



- **Magnet Recognition** – Aultman Hospital has been recognized with the Magnet Recognition Program® for nursing excellence and remains the only Magnet-designated organization in Stark County.
- **Pathway to Excellence Recognition** – Aultman Orrville Hospital has been Pathway to Excellence® designated, which means we respect nursing contributions, support professional development and nurture optimal work settings.
- **Shared Decision Making** – We believe your voice is important. That is why we follow a shared decision-making process with collaborative teams working on solutions to innovate and improve care to lead our community to improved health.
- **Spirit of Inquiry** – Aultman’s investment in research and process improvements driven by nurses.
- **Nurse Residency Program** – Aultman is proud to offer the Vizient/AACN nurse residency program, designed to support new graduate nurses as they transition from advanced beginners to competent practitioners.
- **Transition to Practice Program** – This program ensures that all nurses are ready for their new position.

## COLLEAGUE PAY & BENEFITS



- Our comprehensive health care plans include medical, dental, vision and orthodontic coverage in addition to flexible spending and health savings account options.
- Our 401(k) plan automatically includes a 3% employer contribution.
- Voluntary benefits, including pet insurance, short and long-term disability, accident insurance and whole life insurance coverage are available.
- All colleagues are eligible for performance-based wage increases.
- Paid time off and sick reserve plans offered for full and part-time colleagues.
- Jury duty pay offered for all full and part-time colleagues summoned during working hours.
- Off-shift differential pay, weekend differential pay and holiday premium pay offered to eligible colleagues.
- Many job sharing and “weekend warrior” nursing opportunities are available.
- Adoption and in-vitro fertilization benefits available to all team members.

## CAREER ADVANCEMENT



- Whether you are an established nurse looking for a new challenge or a new nurse seeking out experiences for future career planning, we’ve got you!
- Aultman provides opportunities for mentoring, shadowing on other nursing units, professional development with council membership and activities, certification classes, many CEU opportunities, tuition reimbursement and educational/degree advancement opportunities with Aultman College.
- Aultman supports your continuing efforts to strive to be the best nurse you can be!

## COLLEAGUE RECOGNITION



- **Annual Aultman Recognition Event** – the annual recognition program not only honors colleagues celebrating milestone years of service (5, 10, 15, 20, 25, etc.) but also honors outstanding colleagues with a variety of special awards including the Colleague of the Year award, Keys to Success award and Rising Star award.
- **DAISY Award®** – Designed to honor RNs, LPNs and APNs, The DAISY Award® is an international, ongoing recognition program for nurses who demonstrate extraordinary, compassionate care.
- **Difference Makers** – A fun and unique platform that gives all Aultman colleagues one cohesive place to appreciate, recognize and celebrate the great work of our team members! Four formal recognitions are available, and anyone can be nominated, from entry-level employees to department managers.
- **Graduation and Certification Recognition** – Nursing academic degree advancements and professional certification achievements are accomplishments that require an intensive commitment of time and energy. We celebrate them with colleagues and post them in our blog on the Aultman Employee Portal.

## COLLEAGUE WELLNESS



- Annual Bee Healthy employee wellness program offered to all team members.
- On-site fitness center (at main campus), with secure, 24/7 access.
- Health club reimbursement offered to all colleagues annually.
- United Way’s Prosperity at Work program available to all colleagues, offering community-wide resources, tools and connections.
- On-site counseling services and employee assistance program offered to all team members.
- On-site child care center (at main campus) for children of Aultman colleagues, ages 6 weeks to 6 years old.