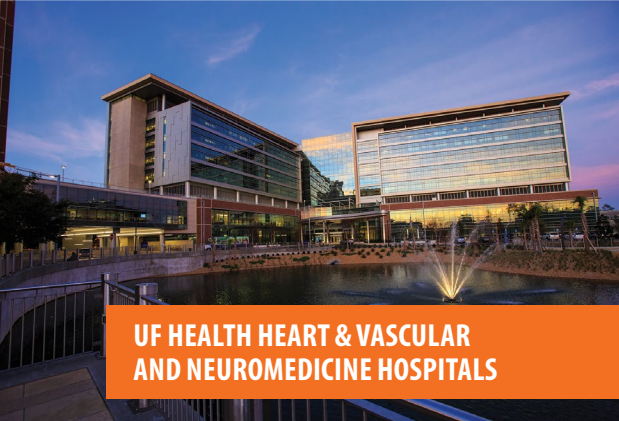


UF HEALTH SHANDS HOSPITAL



Our nursing mission is to provide *"Experienced Care and Expert Caring"* to our patients, families and community.



UF HEALTH HEART & VASCULAR AND NEUROMEDICINE HOSPITALS

# GRADUATE NURSE BASH



Hosted by UF Health Shands Human Resources

**March 24, 2024 | 3-6 p.m.**

**Hilton University of Florida Conference Center**

1714 SW 34th Street, Gainesville, FL 32607

**Hors d'oeuvres will be served from 2-2:45 p.m.**



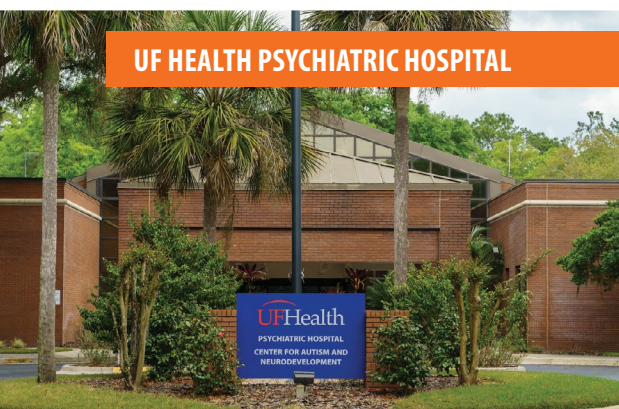
UF HEALTH SHANDS CANCER HOSPITAL

## Why UF Health?

- Magnet-designated facility 5 times in a row!
- Nationally ranked in multiple specialties
- Ranked 'Best Hospital' on Indeed.com
- 1,162 combined licensed beds
- 100+ clinical specialties
- Level 1 Trauma Center
- State's first Mobile Stroke Unit
- Level 4 Neonatal ICU
- Regional Burn Center
- Emergency Air & Ground Transportation Program
- Level 4 Comprehensive Adult/Pediatric Epilepsy Center certified through the National Association of Epilepsy Centers
- Hired 700+ graduate nurses over the last two years!



UF HEALTH SHANDS CHILDREN'S HOSPITAL



UF HEALTH PSYCHIATRIC HOSPITAL

University of Florida Health is a collaboration of the UF Health Science Center and Shands. Equal opportunity employer, M/F/D/V and drug-free workplace.

## Graduate Nurse Orientation

- Orient with experienced preceptors on unit
- Med-Surg and Critical Care courses
- Ongoing educational resources and events

## RN Shift Differentials

Days: \$3.50 (weekends)

Evenings: \$3.50-\$7.00

Nights: \$5.00-\$8.00

## Employee Benefits

- Paid time off and holidays
- Competitive retirement plan
- Medical, dental and vision coverage
- Tuition reimbursement
- Employee wellness programs
- Student loan repayment program

## Graduate Nurse Interviews

- All nursing students will be able to sign up for three guaranteed interviews with participating units using a web-based scheduler
- To receive information about our interview event, send an email to [RNrecruit@shands.ufl.edu](mailto:RNrecruit@shands.ufl.edu) with the email subject 'Grad Bash – First and Last Name' or scan QR Code below
- On 3/11 an email will be sent to all students with information about the GN Bash, instructions on how to apply, a timeline of the interview process and a link to our web-based scheduler
- On 3/24, following the GN Bash, the interview scheduler opens at 8 p.m.
- Interviews will be held 4/3 through 4/18

Scan QR code or visit  
[nursing.careers.UFHealth.org](https://nursing.careers.UFHealth.org)  
to view nursing unit descriptions



## FLYT (First Licensed Year Transition) Nurse Residency Program

- Year-long program with no contract
- Auto-enrollment upon first week of employment
- Engaging activities that include virtual and in-person escape rooms and simulation labs



## Next Steps...

- Send an email to [RNrecruit@shands.ufl.edu](mailto:RNrecruit@shands.ufl.edu) with the email subject 'Grad Bash – First and Last Name'
- Submit an application via [jobs.UFHealth.org/careers](https://jobs.UFHealth.org/careers) (job opening ID # 106365)
- Attend our Graduate Nurse Bash on March 24th

**For questions or further assistance, contact UF Health Shands Nurse Recruitment.**

**352.265.7583 or**

**[RNrecruit@shands.ufl.edu](mailto:RNrecruit@shands.ufl.edu)**

Scan QR code to receive information about our upcoming hiring events





UF Health  
Graduate Nurse Bash  
Information

1. Instructions to Apply ..... 1

2. Timeline ..... 2-3

3. Interview Scheduling Instructions ..... 4

4. Shift Differentials ..... 5

5. Benefits Highlights ..... 6-7

6. RN Job Description..... 8



## Instructions to Apply

### **For External Applicants (not currently employed at UF Health)**

1. Go to the UF Health Shands website at <https://shands.careers.ufhealth.org/>
2. Under 'Search Careers' enter job ID number #106365 in search box.
3. Click on 'View All'.
4. Select position 'Graduate Nurse/Newly Licensed' under search results.
5. Click on 'Apply Now' and then 'Apply for Job'.
6. You will be required to create a username and password
7. Complete steps 1-5. Attach current resume, enter current nursing program details and expected graduation date, work experience if applicable, and referral name if an employee referred you to our hospital.
8. After submitting your application, complete assessment survey.

### **For Internal Candidates (current UF Health employees)**

#### **Applying at work:**

1. Go to the UF Health Bridge.
2. On Employee Services tab click on Employee and Manager Self Service under HR, ADMIN, & BENEFITS.
3. Enter user ID and password.
4. Click on 'Careers Gainesville' tile.
5. Under 'Search Jobs' enter job ID number # 106365.
6. Select position 'Graduate Nurse/Newly Licensed' under search results.
7. Click on 'Apply for Job'.
8. Complete steps 1-4. Attach current resume, enter current nursing program details and expected graduation date, and work experience.
9. After submitting your application, complete assessment survey.

#### **Applying offsite (not at work):**

1. Go to the UF Health Shands website at <http://vpn.ufhealth.org>.
2. Enter username and password in the UF Health VPN Portal.
3. Click on PeopleSoft Employee and Manager Self Service under web bookmarks.
4. Follow instructions 4-9 above.

# March 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24 <b>GN BASH</b> <b>@ 3:00pm</b>	25	26	27	28	29	30
	<b>INTERVIEW SIGN-UPS</b>					
31 <b>INTERVIEW SIGN-UPS</b>						

# APRIL 2024


Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
			<b>GN INTERVIEWS</b>			
7	8	9	10	11	12	13
	<b>GN INTERVIEWS</b>					
14	15	16	17	18	19	20
	<b>GN INTERVIEWS</b>					
21	22	23	24	25	26	27
	<b>OFFERS EXTENDED</b>					
28	29	30				
	<b>2ND ROUND INTERVIEWS</b>					

# MAY 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 2ND ROUND INTERVIEWS	2	3 2ND ROUND OFFERS EXTENDED	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	



## 2024 Graduate Nurse Bash Interview Scheduling Instructions

1. Web address for online scheduler: <https://pickatime.com/client?ven=11613228&event=392135>
2. Interview sign-ups are open from Sunday, March 24<sup>th</sup> at 8:00pm until Sunday, March 31<sup>st</sup> at 11:59pm.
3. You will be required to register as a 'New Visitor.' Click on 
4. Complete all required fields and 'Click OK to register'

**UF Health requires the following information**

Email address \*

Confirm Email address \*

Your email address is also your login ID. Please double check that it is correct.

First Name \*

Last Name \*

New Password at least 6 characters \*

Confirm Password \*

Click OK to register

5. You will now be able to view all participating units and their available dates and time slots.
6. Only schedule two interviews and select the times consecutively, if possible.
7. After selecting a date/time you will be required to enter your school name and phone number

I would like a reminder e-mailed to me  hours  prior to my appointment.

Add this appointment to your calendar

Student Current School \*

Student Phone Number \*

Required information is indicated by \*

8. You will receive a confirmation for each interview sign-up.

## Shands HealthCare Shift Differentials

Shift Category	DAY (07:00 - 15:00)		EVENING (15:00 - 24:00)*		NIGHT (24:00 - 07:00)	
	Shift Diff Hourly Amounts	Days Covered	Shift Diff Hourly Amounts	Days Covered	Shift Diff Hourly Amounts	Days Covered
Week Day	\$0.00	Monday through Friday	\$3.50	Monday through Friday	\$5.00	Monday through Thursday
Weekend	\$3.50	Saturday and Sunday	\$7.00	Saturday and Sunday	\$8.00	Friday, Saturday, & Sunday

\*RNs whose shift begin at 15:00 or after will receive evening shift differential for time worked between 15:00 and 24:00. RNs whose shift begin prior to 15:00 must work 4 hours past 15:00 to receive the evening shift differential for time worked past 15:00.



## BENEFIT HIGHLIGHTS

(Regular employees of at least .50 FTE or greater are eligible)

▶ **GATORCARE® MEDICAL INSURANCE AND PRESCRIPTION DRUG PLAN\***

- Eligible on date of hire to benefits-eligible position
- Employer and employee contribution
- Two plans available; administered by Florida Blue and Magellan Rx Management

▶ **DENTAL INSURANCE\***

- Eligible first day of month following employment in benefits-eligible position
- Employee-paid
- Three traditional plans with choice of dentists

▶ **VISION PLAN\***

- Eligible first day of month following employment in benefits-eligible position
- Employee-paid
- Provides for eye exams, lenses, frames and/or contacts
- Co-payments and allowances are based on whether services are rendered by a network provider or a non-network provider

▶ **EMPLOYEE ASSISTANCE PLAN (EAP)\***

- Eligible on date of hire to benefits-eligible position
- Employer-paid
- Convenient, easy to access, 100% confidential and free of cost for: Counseling, life coaching, 24/7/365 crisis line, work-life resources, legal/financial consultations and online portal

▶ **TUITION REIMBURSEMENT**

- Eligible after 6-months of employment in benefits-eligible position
- Calendar year annual maximum is \$5,250 for full-time employees (.80-1.0)
- Pro-rated for part-time employees (.50-.79)

▶ **STUDENT LOAN FINANCIAL SUPPORT**

- Eligible on date of hire in a benefits-eligible position
- Eligible employee must work in a position that requires certain specific clinical licenses/certificates *(use QR code to view list)*
- Full-time employees eligible to receive \$150 a month and part-time employees eligible to receive \$75 a month
- Qualified eligible loans must be in "good standing," UF Health Shands payments sent direct to loan servicer



▶ **STUDENT LOAN COACHING**

- Eligible on date of hire in a benefits-eligible position
- Assist employees with student loans interested in navigating PSLF (Public Service Loan Forgiveness) guidelines, and with a review of current student loans sharing possible alternatives for consideration

## PAID TIME OFF (PTO) BENEFITS

▶ **PAID TIME OFF (PTO)**

- Eligible after 3 months employment in benefits-eligible position
- Accrue hours bi-weekly, based on employment category and/or hours worked. Increases after 5 and 10 years service
- Accrual pro-rated based on FTE and/or hours paid

▶ **HOLIDAYS**

- Eligible on date of hire to benefits-eligible position
- 10 paid holidays per year (includes personal holiday)

**Paid Time Off (PTO)**

Hours Accrued Annually							Eligible to Use
FTE	1.0		.75 to .99		.50 to .74		
Hours Worked Biweekly	80		60 to 79		40 to 59		
	Hourly	Salaried	Hourly	Salaried	Hourly	Salaried	
Paid Time Off (PTO)*	152	178	114	133.5	76	89	After 3 months in a benefits-eligible position.
Personal Holiday	8	8	6	6	4	4	The January following successful completion of probation period.
Holiday	72	72	54	54	36	36	Immediately

\*Some positions use "actual hours paid" to determine biweekly PTO accrual.

(continued on other side)

# BENEFIT HIGHLIGHTS

(Regular employees of at least .50 FTE or greater are eligible)

- ▶ **GROUP LEGAL\***
  - Eligible first day of month following employment in benefits-eligible position
  - Employee-paid
  - Provides legal counsel for a variety of needs
- ▶ **DEPENDENT CARE AND HEALTH CARE REIMBURSEMENT ACCOUNTS (FLEXIBLE SPENDING ACCOUNTS)**
  - Eligible first day of month following employment in benefits-eligible position for Dependent Care contributions
  - New hires eligible for Health Care Reimbursement in their second plan year period
  - Accounts are funded by employee pre-tax contributions
  - These plans offer tax savings for dependent daycare and/or health care expenses
- ▶ **CRITICAL CARE INSURANCE, WHOLE LIFE INSURANCE, SHORT-TERM DISABILITY INSURANCE AND CANCER PROTECTION POLICY**
  - Eligibility determined by carrier(s)
  - Employee-paid
  - Costs for these plans are determined by age, specific benefit plan and option chosen
- ▶ **SUPPLEMENTAL ACCIDENTAL DEATH & DISMEMBERMENT\***
  - Eligible first day of month following hire to benefits-eligible position
  - Employee-paid
  - Protection for employees and family for accidental death on or off the job. Payment for loss of sight, limb or speech
- ▶ **SHORT-TERM DISABILITY (STD)**
  - Eligible first day of month following 12 months employment in benefits-eligible position
  - Employer-paid
  - Pays 50%, 66<sup>2</sup>/<sub>3</sub>% or 75% of base pay for approved claims, based on length of service in a benefited position, for up to 360 hours or 45 work days per 12-month period (pro-rated benefit for half-time and part-time FTEs)
- ▶ **LONG-TERM DISABILITY (LTD)**
  - Eligible first day of month following 12 months employment in benefits-eligible position
  - Employer-paid
  - Pays 60% of base pay for approved claims. Payments begin after 90 calendar days from date of disability. Pre-existing condition exclusion applies
- ▶ **LIFE INSURANCE**
  - Eligible first day of month following hire to benefits-eligible position
  - 1 times annual salary coverage fully employer-paid
  - Additional 1, 2 or 3 times annual salary coverage paid by employee
- ▶ **DEPENDENT LIFE INSURANCE\***
  - Eligible first day of month following hire to benefits-eligible position
  - Employee-paid
  - Four levels of coverage available for spouse and/or children. (Coverage decreases at age 70)

# RETIREMENT BENEFITS

(All Employees are eligible to participate in these retirement benefits, regardless of FTE)

- ▶ Both employer and employee contribute to retirement.
- ▶ Auto enrollment feature; employees are automatically enrolled following 30 days of employment. A 4% deferral from employee paycheck is deposited into the 403(b) Plan as a salary deferral.
- ▶ Employees eligible to receive employer contributions following 6 months of employment.
- ▶ Employer contributes \$0.75 for each \$1 of up to 3% of pay saved by the employee to a 403(b) retirement savings account; annual IRS limits apply.
- ▶ Employer also contributes a Base Retirement Contribution of 3% of pay to the account.
- ▶ Employee fully vested in employer contributions after a 3-year vesting period is met.

*\*Qualified Domestic Partner eligible for coverage in these plans.*

*In the event that any ambiguity arises between these highlights and the Certificates of Insurance or the Plan Documents, the terms of the Certificates and Plan Documents will prevail.*

**SHANDS HEALTHCARE**  
**Job Description**  
**Performance Planning and Review**

**Entity:** Shands at the University of Florida  
**Department:** Nursing and Patient Services  
**Job Title:** Registered Nurse  
**Reports to:** Nurse Manager or Designee  
**Revision Date:** June 2018

**Position Summary:**

The Registered Professional Nurse is responsible for identifying the patient's alterations in health, assessing the patient's human response to actual and potential health problems, implementing nursing interventions based on theoretical concepts from nursing and other arts and sciences to achieve outcomes for the patient that facilitate resolution of alterations in health and actual and potential health problems, determining the effectiveness of nursing interventions by evaluating anticipated patient outcomes as needed to achieve optimal patient outcomes.

Whenever possible, the patient, the family or those significant to the patient are an integral part of the assessment, planning, intervention, and evaluation efforts of the Registered Nurse.

The Registered Nurse is responsible to supervise/direct care provided by Licensed Practical Nurses and Unlicensed Assistive Personnel. The Registered Nurse is responsible to assign/delegate care to other qualified members of the health care team. The RN coordinates care between other professional disciplines as needed.

Unit-based activities which contribute to a positive work and professional environment are performed.

The Registered Nurse provides and coordinates care to achieve the organization's mission of excellent patient care and nursing's vision of setting a new standard of excellence in autonomous and accountable nursing practice committed to patient advocacy and innovative patient care in a climate of trust and collaboration.

**Minimum Education and Experience Requirements:**

**Minimum Education and Experience Requirements:**

Current RN license in state of Florida. BSN and professional nursing board certification preferred at time of hire.

All nurses hired after April 30, 2014 without a BSN will be required to obtain a BSN within three years of hire.

All nurses hired after June 30, 2011 without a professional nursing board certification will be required to obtain a professional nursing board certification after two years of hire or at the certification eligibility date for those certifications requiring more than two years of experience.

**Motor Vehicle Operator Designation (Required):**

Employees in this position:

- Will operate vehicles for an assigned business purpose as a "frequent driver"
- Will operate vehicles for an assigned business purpose as a "non-frequent driver"
- Will not operate vehicles for an assigned business purpose
- May operate vehicles for an assigned business purpose as a "frequent driver" while other employees in this position may operate vehicles for an assigned business purpose as a "non-frequent driver"

**NOTE:** A frequent driver is defined as one who uses his/her personal or Shands automobile  
a) at least once daily, b) at least five individual trips per week or c) drives, on average, over 150 miles per week in the performance of his/her job.

Please indicate the appropriate operator designation on the Request for Personnel (RFP) form at the time a RFP is submitted to post the position.

**Licensure/Certification/Registration:**

Licensed to practice nursing in the state of Florida.

**JOB DESCRIPTION APPROVAL SIGNATURES:**

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**Vice President Nursing Signature and Date**