
\$1,500 Referral Bonus

Northern Human Services is looking to attract and retain quality employees and Home Care Provider contractors. To help with the recruitment process, we are offering a referral bonus in the amount of \$1,500 for current staff and current Home Care Providers who make a referral for specific positions at NHS.

NHS employs many valued DSP's and Home Care Providers, but we need MORE! The Covid-19 pandemic has significantly altered our landscape and is behind many of the staff shortages.

Every employee and Home Care Provider has their own network of family, friends and acquaintances. You likely know community members who are actively engaged and involved in local clubs, churches, businesses, schools, and other community centers.

Do you know of anyone in your community that would be a good match for NHS? If so, you could receive \$1,500 for **each** successful referral!

What positions have a referral bonus?

- Direct Support Staff (Day and Residential)
- Nurse Trainer
- Home Care Provider (contracted positions)

Who is eligible to receive a referral bonus?

- Current NHS Staff
- Current Home Care Providers

How does it work?

- Use the Employee/HCP Referral Form (attached) and submit it to your local Office Manager, who will communicate the referral to the appropriate hiring manager/supervisor/housing coordinator.
- If the candidate appears viable, the hiring manager/supervisor/housing coord. will set up and conduct an interview.
- For new employees, if the recommendation is to hire the prospective employee, the OM will complete the new hire process.
- For new Home Care Providers, the Housing Coordinator will complete the onboarding process.

How is the money distributed?

\$1,500 Referral to be paid out upon completion as follows:

\$750 will be paid after 90 days of the DSP/RN being actively employed

*For Home Care Providers, an individual needs to have been living in the home for 90 days.

\$750 will be paid after 6 months of the DSP/RN being actively employed

*For Home Care Providers, an individual needs to have been living in the home for 6 months.

Effective 09/19/22 – until further notice - subject to change.

Please note: *All employees/contracted HCP's are eligible for this program however, the candidate MUST state that they have been referred by you at the time they complete their application and the employee/HCP making the referral must notify the OM of the referral prior to the interview process.*