

Recognizing and Rewarding Our Staff



HRRMC recognizes our staff in many different ways to show appreciation for their hard work. Every employee is an investment in our team and also in the future of our organization. We strive to hire the most qualified candidates and then let them know they are valued throughout their careers here.

NEW EMPLOYEES

MENTORING PROGRAM

HRRMC's Mentoring Program makes it easier for new employees to "learn the ropes" and form a connection with a current employee early in their career.

COMPREHENSIVE BENEFITS PACKAGE

Full- and regular part-time employees qualify for health benefits on the first of the month following their hire date. Paid time off begins to accrue on the date of hire.

LUNCH WITH THE CEO

All new employees are invited to lunch with the CEO and Human Resources VP so they can provide feedback and we can continually improve the onboarding process.

ONE-YEAR RECOGNITION

All employees are publicly recognized on their one-year anniversary at the monthly employee recognition ceremony.

CELEBRATIONS

HOLIDAYS

We celebrate many holidays such as Halloween and Mardi Gras with events that build team morale and encourage fun! We also host a summer picnic and December holiday party for our employees.

EMPLOYEE BIRTHDAY/ RECOGNITION CEREMONY

HRRMC has a monthly birthday/recognition ceremony where staff members are recognized by our leadership team. These recognitions are published on the hospital Intranet and in the monthly employee newsletter.

HEALTHCARE OBSERVANCES

HRRMC recognizes individual departments throughout the year during their "healthcare observance" week. We publish a "Nursing Year in Review" to celebrate our nursing staff during National Nurses Week and show appreciation to all staff with food treats and a special gift during National Hospital Week.

TRAC STAR PROGRAM

QUARTERLY TRAC STAR FINALISTS

HRRMC's TRAC STAR program honors three employees each quarter who consistently exemplify the values that guide employee performance:

Teamwork, **R**ecognition, **A**ttitude, **C**ustomer Service, **S**afety, **T**alent, **A**ccountability and **R**espect. The finalists are recognized on the hospital Intranet and social media and in the employee newsletter and local newspapers.

TRAC STAR OF THE YEAR

All 12 TRAC STAR finalists are honored at an annual hospital ceremony and the winner is presented with a \$1,000 check.

TRAC CARDS

TRAC cards are given in the moment to personally recognize positive actions. Employees can submit 10 TRAC cards for monetary rewards and gift cards.

SERVICE RECOGNITIONS

GAINSHARING

All employees are eligible to participate in HRRMC's gain-sharing program which is offered during years of solid financial performance.

HCAHPS

These ratings are tied directly to the patient's experience and recognize employee efforts that are integral to patient satisfaction.

HIGH PRAISE

Letters praising employees who provided exemplary care are published in the employee newsletter and monthly board of directors packet.

ANNIVERSARIES

HRRMC recognizes employee commitment to our organization by celebrating milestone anniversaries each December.

CERTIFICATION PAY

Non-exempt employees who earn an approved certification related to their job are rewarded with additional pay (as of 1/1/18).

