

Duke Nursing

Life as a Duke nurse is an exciting one! From gathering triage information for a patient en route to one of our three hospital Emergency Departments, to checking in on a long-time primary care patient at one of our many clinics, we all share the same commitment to caring for our patients, their loved ones, and each other. At Duke Health, our goal is to provide *Opportunities for a Lifetime* for today's top nursing and healthcare professionals. Beyond attracting high-quality talent, we also strive to create professional environments that motivate our employees to learn, to grow in their careers, and to achieve their greatest potential.



dukenursing.org | 800-232-6877

This summary is not intended to provide a comprehensive description of all benefits. Benefits are subject to change. For detailed benefit information, visit the Duke University Health System website, hr.duke.edu/.

Summary of Duke Nursing Benefits



DUKE UNIVERSITY HEALTH SYSTEM LOCATIONS

Through our state-of-the-art facilities, the Duke University Health System (DUHS) offers exceptional, comprehensive healthcare services to the residents of the North Carolina Triangle area and beyond. From pediatrics to home care and hospice, and every healthcare need in between, our more than 100 sub-specialties provide a lifetime of care for patients, and Opportunities for a Lifetime for nursing professionals. **Nursing opportunities available at the following locations:**

- Duke Raleigh Hospital
- Duke HomeCare & Hospice
- Duke Regional Hospital
- Duke Primary Care
- Duke University Hospital
- Private Diagnostic Clinics

DUKE NURSING BENEFITS

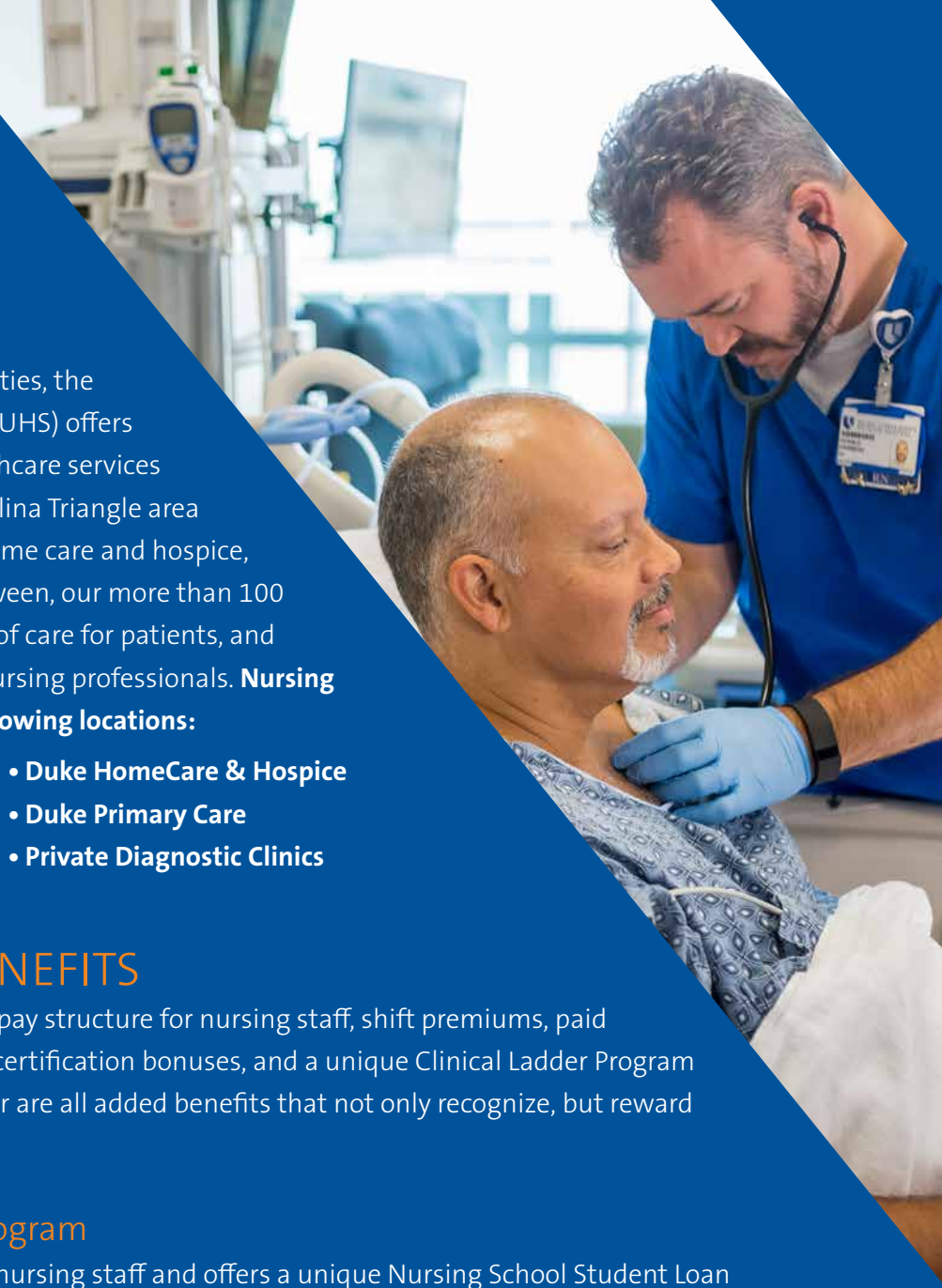
Duke Nursing offers an attractive pay structure for nursing staff, shift premiums, paid time off, Nurse Loan Forgiveness, certification bonuses, and a unique Clinical Ladder Program that helps you advance your career are all added benefits that not only recognize, but reward nursing excellence in patient care.

Nurse Loan Forgiveness Program

DUHS values the education of its nursing staff and offers a unique Nursing School Student Loan Forgiveness Program for registered nurses with outstanding pre-licensure student loans. The program is for eligible full-time (.9 FTE or 36+ hours/week) nurses who work in an inpatient procedural area, including Emergency Services and Perioperative Services. Total payment is up to \$25,000 for loans acquired in the attainment of a nursing degree.

Clinical Ladder

The DUHS Clinical Ladder Program recognizes the expertise of nurses who provide leadership at the bedside, and provide exceptional clinical leadership. All new graduate nurses enter the clinical ladder at Level I, and are required to advance to Level II within 18 months of employment in the health system. Levels III and IV are voluntary achievement levels that requires expertises in the area of practice, certification, clinical leadership and professional engagement. Increases in compensation reflect upward progression on the clinical ladder.



BSN 2020 Initiative

RNs who begin working for the Magnet-designated Duke University Health System on or after July 1, 2014, who do not have a BSN, are required to enroll in a baccalaureate (or higher) nursing degree program within two years of their start date, and to complete the program within five years of their start date.

Certification Bonus

Nurses are eligible for an initial one-time payment of \$1,000 for completion of a specialty certification. There is a \$750 payment upon renewal of the original certification.

Registered Nurse Tuition Assistance Program (RNTAP)

DUHS and the Duke University School of Nursing (DUSON) support the continuing education of our RNs, as we believe a highly educated nursing workforce further strengthens the quality of care, clinical outcomes and translation of nursing research into clinical practice within our system. The Registered Nurse Tuition Assistance Program (RNTAP) provides funding in conjunction with the Duke Employee Tuition Assistance Program. For eligible RNs, RNTAP contributes up to 90% of tuition for study toward a Master's degree, post-Master's degree certificate, and Doctorate of Nursing Practice (DNP) at the DUSON.

Employee Tuition Assistance Program

Provides up to \$5,250 tuition reimbursement for classes taken at Duke or other higher educational institutions accredited by the Southern Association of Colleges and Schools, with a physical presence in North Carolina. Employees are eligible after two years of continuous employment in a full-time status.

Relocation Assistance

Duke Nursing searches for top quality nurses from across the United States and internationally. Financial assistance is provided to nursing candidates who join the Duke Nursing team and must relocate to the area, based on the following eligibility criteria:

- Candidates moving from outside of North Carolina to Duke are eligible to receive up to \$3,000 towards moving expenses, OR
- Candidates moving greater than 75 miles within North Carolina to Duke are eligible to receive up to \$1,000 towards moving expenses. *Relocation financial assistance is subject to federal and state tax.*



Clinical Education and Professional Development

This program offers more than 200 non-credit courses and workshops. Courses range from the purely academic to the practical for both personal enrichment and career development.

Training, Research and Implementation for Patient Safety and Quality

The Duke Patient Safety Center helps individuals, clinical areas, hospitals, ambulatory centers and others improve quality and patient safety. The Center shares best practices inside and outside DUHS, generates new knowledge about quality and safety, and works to balance the clinical, administrative, psychological, spiritual and service needs of our organization, including our front-line staff and the patients we serve.

HEALTH SYSTEM BENEFITS & COMPENSATION

DUHS offers comprehensive benefits designed to reward and empower employees - both personally and professionally. Duke's overall benefits plan has long been recognized for its comprehensiveness and competitiveness in the market. In addition to a robust array of traditional benefits such as health care, dental care and retirement, Duke also offers a wide range of family-friendly and cultural benefits to attract, support and reward skilled employees.

Our comprehensive benefits package includes:

- Group health insurance
- Paid Time Off (PTO)
- Educational programs
- Parental leave policy
- Life & disability insurance
- Paid pension retirement for non-exempt employees
- Voluntary defined contribution retirement plan for exempt employees
- Tax-deferred annuity and mutual fund options
- Duke Federal Credit Union membership
- Voluntary dental, supplemental life, short & long-term disability plans
- Duke tuition assistance

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