

Who Is All Health Staffing?

Since 1999, All Health Staffing has become a national leader of supplementary healthcare staffing. We specialize in travel and temp to perm placement of nurses, therapists, and other healthcare professionals in a variety of settings throughout the United States. Founded on principles of honesty and integrity, All Health Staffing sets the industry standard by which all others should be measured.

The secret of our success is simple. We recognize that our best advertisements are our employees. Whether it is your first assignment or your fifth, we want each experience with our company to be richly rewarding for you both personally and professionally. Moreover, All Health Staffing will do whatever it takes to exceed your expectations of us. Many companies invest thousands of dollars monthly in fancy full page, full color advertising. We choose to invest in our healthcare professionals through one of the best compensation packages in the business.

We are very proud of the fact that the vast majority of our new hires learn of us through the recommendations of our valued employees.

There can be no better compliment than that of those who have already experienced the All Health Staffing difference. We are confident that you, too, will find that All Health Staffing really is more than just another healthcare traveling company!

Putting Us To Work For You

Putting us to work for you is very simple. Initially, we ask that you carefully complete the enclosed employment packet. This is important in that it allows our clients to conform to stringent JCAHO accreditation standards. In order to speed up the process, you may fax your information back to us toll-free at 877-436-1693.

Secondly, you should consider where you would like to go and for how long! Most of our positions begin as 13-week assignments and can be mutually extended. We will contact you approximately eight weeks from your scheduled end date to open a dialogue regarding either an extension or a new assignment altogether. Should you wish to travel to a state in which you are not currently licensed, you should allow a minimum of six weeks for processing time by the applicable governing licensing board. Please remember that you are responsible for your own licensure application. We will reimburse you for the fees.

Lastly, sit back and relax in the knowledge of the fact that All Health Staffing is taking care of all of your assignment details so you won't have to! We want you to enjoy every minute of every assignment with our company. We won't smile until you do.

What's In It for You?

All Health Staffing is proud to offer one of the best total compensation packages in the industry. In addition to one of the most competitive pay rate scales in the industry, we also offer the following amenities:

- A fully furnished, one-bedroom luxury apartment or a generous monthly stipend
- A \$150 soft pack allowance reimbursement (paid on your first assignment) in which you select your own pots, pans, dishes, linens, towels, etc. to use for all of your assignments with us
- Company-paid health insurance up to \$200 per month
- A retirement plan with \$1 for \$1 company matching and 100% vesting from day one!
- Weekly pay with immediate direct deposit
- Up to \$500 relocation for relocation assistance to and from your assignment
- 100% state licensure reimbursement after 30 days of employment
- Professional Liability/Malpractice insurance of \$1mm/occurrence and \$3mm aggregate
- A \$300-\$500 referral bonus for every healthcare professional that accepts an assignment with us based on your referral
- Guaranteed hours
- 24-hour on-call customer service

Attention to detail and personal service is part of what makes us different. We truly are thankful that you chose us and we really listen to your concerns. With All Health Staffing, you won't be just another number who has to continually explain your "situation" to different people. We take careful note of what is important to you, our valued partner, and work tirelessly to make YOUR dreams a reality.

Most travel companies view their relationship with employees as you work for them. However, we do not espouse to that philosophy. We realize that you have a real choice when selecting a travel company to represent you. That is why, at All Health Staffing, *we work for you every day!*

All Health Staffing

The Details

- **Professional Liability/Malpractice insurance.** Our occurrence form policy provides you with limits of \$1 million per incident, \$3 million aggregate. Coverage applies only to work performed through All Health Staffing.
- **Licensure.** All Health Staffing will reimburse licensure fee for states in which you work for All Health Staffing, after 30 days of working in said state.
- **Travel to and from assignments:** All Health Staffing will provide you with your own 1 bedroom furnished apartment and cover up to \$500 round-trip for assignment relocation based on .34/mi.
- **Referral Bonus:** As an added benefit of working with us, we would like for you to also tell your friends about All Health Staffing. Therefore, we offer a \$500 referral bonus for each RN or other healthcare professional which accepts a thirteen-week assignment with us.
- **Soft pack allowance:** If you stay in housing provided by All Health Staffing, we will reimburse up to \$150 when you begin your employment with us. Submit it on an expense report and it will be paid out approximately two (2) weeks later. The soft pack is used to reimburse you for towels, sheets, pillows, pots, pans, etc.

Registered Nurse Position Description

Position Summary: Provides direct patient care services in a variety of healthcare settings, including but not limited to hospitals, skilled nursing facilities, outpatient treatment centers, and schools. Functions under physicians' orders to perform assessment, treatment planning and implementation related documentation and communication.

Essential duties and responsibilities include the following. All duties will be performed in accordance with client facility guidelines and requirements.

- Performs duties in accordance with Nurse Practices Act guidelines.
- Assesses physical, psychological and social needs of the patients.
- Participates in the creation of a Nursing Care Plan.
- Assesses, plans, implements and evaluates nursing care.
- Maintains patient confidentiality.
- Initiates and updates Nursing Care Plan.
- Assists in the development of a multi disciplinary treatment plan using assessment data from physician, nursing, social worker and therapy.
- Completes admission assessment, including risk assessment.
- Communicates findings and other clinical information to health care team.
- Anticipates discharge/transfer needs and initiates discharge planning.
- Cooperates with Nurse Manager on unit based quality management.
- Cooperates with Nurse Manager on risk management and infection control program.
- Documents nursing process on the medical record in accordance with policies and procedures.

Signature: _____

Recommended Minimum Position Qualifications:

- Graduation from an accredited school of nursing.
- Current state licensure or license eligible.
- Current BLS certification (and ACLS for specialty areas)
- Provides the following documents prior to employment:
 - A. A physical or physician's statement of good health within the past 12-month period.
 - B. TB test or chest x-ray within the past 12-month period
 - C. Hepatitis B form (or signed declination form)
 - D. OSHA Blood borne Pathogen test completed
 - E. Current BLS (and ACLS, if appropriate) cards
 - F. A 10-panel Drug screen (provided by All Health Staffing)
 - G. Completed and signed skills checklist
 - H. Three (3) references
 - I. I-9 form and corresponding documents.
 - J. Vaccination record (or titres)
 - K. Criminal Background check (provided by All Health Staffing)

Physical Requirements and Work Environment

Physical requirements for this position are classified as heavy under the Department of Labor classification. The employee must be capable of exerting up to 50 pounds of force (2/3 or more of the time) to move objects, equipment and/or patients. While performing the duties of this job, the employee is regularly required to stand, walk, sit, stoop kneel, bend or crouch, use hands to manipulate tools, equipment, or controls and reach with hands and arms. The employee is required to have visual and hearing acuity sufficient enough to assess patient safety and ability. Employee works mostly inside in patient's rooms or clinic. This position is classified as Category 1 for the purpose of exposure determination under the OSHA regulations regarding the standard as all procedures or job related tasks that involve an inherent risk for mucous membrane or skin contact with blood, body fluids, or tissues, or a potential for spills or splashes of blood or body fluids. The use of protective equipment and measures is required for every employee engaged in Category 1 tasks.

The essential functions described here are representative of those on employee encounters while performing the basic function of a Registered Nurse. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

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Employee Signature

Date

AHS is an Equal Opportunity Employer. We do not discriminate on the basis of race, religion, national origin, color, sex, age, or disability. It is our intention that all applicants be given equal opportunity and that selection decisions are based on job-related factors.

All Health Staffing

EMPLOYMENT APPLICATION

PERSONAL DATA

NAME			DATE
STREET		CITY/STATE/ZIP	
TELEPHONE		TELEPHONE (alt)	

ARE YOU AUTHORIZED TO WORK IN THE UNITED STATES? ♦ YES ♦ NO

HAVE YOU EVER BEEN CONVICTED OF ANY CRIME OTHER THAN A MISDEMEANOR?
 ♦ YES ♦ NO

IF YES, PLEASE EXPLAIN:

HOW DID YOU BECOME AWARE OF THE POSITION FOR WHICH YOU ARE INTERVIEWING?
 ♦ NEWSPAPER ♦ RADIO AD ♦ EMPLOYEE REFERRAL ♦ INTERNET ♦ PROFESSIONAL ORGANIZATION ♦ JOB FAIR ♦ MARKETING LETTER ♦ COLLEGE ♦ JOURNAL MAGAZINE

EDUCATION

	Name & Location	Highest Level Completed (circle)	Graduate Yes/No	Certificate/Degree Diploma/Course
High School		1 2 3 4		
Business, Trade, Tech		1 2 3 4		
College/University (Undergraduate)		1 2 3 4		
College/University (Graduate)		1 2 3 4		

PAST WORK EXPERIENCE

(List current employer first)

EMPLOYER	FROM/TO	POSITION	SALARY	COMMISSION	REASON FOR LEAVING

PROFESSIONAL REFERENCES

NAME	ADDRESS	TELEPHONE	OCCUPATION	YEARS KNOWN

PREFERENCES

Recruiter:	_____	
Facility Preference:	_____	Temp: <input type="checkbox"/> Perm: <input type="checkbox"/>
Best time to interview:	_____	Notice: _____
Locations Preferred:	1) _____	2) _____
	3) _____	
Pets: <input type="checkbox"/> No <input type="checkbox"/> Yes	If yes, what? _____	How many? _____
The most important considerations in accepting a new assignment:	1) _____ 2) _____	3) _____
Settings Preferred:	1) _____	2) _____
	3) _____	

CREDENTIALS/LICENSES

Credentials/Licenses:	ST: _____	Lic #: _____	Exp. Date: _____
Credentials/Licenses:	ST: _____	Lic #: _____	Exp. Date: _____
Credentials/Licenses:	ST: _____	Lic #: _____	Exp. Date: _____
Credentials/Licenses:	ST: _____	Lic #: _____	Exp. Date: _____

CLINICAL AFFILIATIONS

1.)
2.)
3.)

REQUIRED DOCUMENTATION		
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At the time of acceptance of an assignment, would you be able to provide All Health Staffing copies of the following documents?

		IF NO, EXPLAIN
Current Physical within one (1) year?	<input type="checkbox"/> YES <input type="checkbox"/> NO	
Current TB Test within one (1) year?	<input type="checkbox"/> YES <input type="checkbox"/> NO	
Proof of CPR Certification?	<input type="checkbox"/> YES <input type="checkbox"/> NO	
Proof of Hepatitis B Series/Refusal?	<input type="checkbox"/> YES <input type="checkbox"/> NO	
Proof of MMR Vaccination?	<input type="checkbox"/> YES <input type="checkbox"/> NO	

ALL HEALTH STAFFING
Reference Request

Part (1)

I grant permission to the employer listed below to furnish information on my performance to AHS.

Signature of applicant: _____ Date: _____
Applicant's Name: _____ SS#: _____
Position applied for: _____
Previous Employer: _____
Supervisor's Name: _____ Phone #: _____
Address: _____

Part (2) / Previous Employer to Complete:

Dates of Employment: From _____ To: _____
Position Held: _____
Reason for Leaving: Voluntary? _____
Terminated? _____
If Terminated, Reason: _____
Eligible for Rehire: Yes or No If not, Reason: _____

PERFORMANCE EVALUATION:

	Below Avg.	Average	Above Avg.	Superior
Skill Level	_____	_____	_____	_____
Cooperation	_____	_____	_____	_____
Initiative	_____	_____	_____	_____
Attendance	_____	_____	_____	_____
Attitude	_____	_____	_____	_____
Appearance	_____	_____	_____	_____

Signature and Title of Evaluator

Date

All Health Staffing

Background Check

I have applied for employment with All Health Staffing in a position that requires me to administer medicine and to carry out my duties in a ethical and professional manner. I am aware that a felony arrest record may preclude me from employment with most facilities throughout the county. Furthermore, I assert that I do not have such a record.

My signature gives The Helms Group Inc., Dba All Health Staffing and any third party it may deem appropriate, approval to run a thorough background check on my behalf. This check may include my social security and DMV info too. Moreover, any such institution or person conducting the screening is removed from any and all liability caused as a result of the findings.

Applicant's signature: _____

Applicant's name: _____

Date: _____