

# What do you value?

What brought you to nursing and to Seton in the first place? Rank your top 5 values, with #1 being most important to you.



- \_\_\_ Flexibility to balance my work with my life
- \_\_\_ Financial success
- \_\_\_ Participation in complex care
- \_\_\_ Quality healthcare for all
- \_\_\_ Spiritually supportive environment
- \_\_\_ Security in retirement
- \_\_\_ Childcare near where I work
- \_\_\_ Opportunities to improve my health
- \_\_\_ Life insurance to provide for my family
- \_\_\_ Making a difference in the lives of others
- \_\_\_ People who care about my job satisfaction
- \_\_\_ Having a say in how Seton operates
- \_\_\_ Developing my career
- \_\_\_ Affordable medical insurance
- \_\_\_ Opportunities to move within a unified system
- \_\_\_ Support for self-care

## Steer Your Career!

Want to improve your skills and knowledge, increase your earning power or try a new role? Seton supports associates who want to develop to their full potential with formal programs such as:

- Clinical ladders with associated pay increases
- Free clinical and leadership continuing education to earn contact hours
- Tuition reimbursement
- Reimbursement for the NCLEX review class following passage of Boards
- Preferred initial certifications (cost of exam and \$500 one-time bonus for each first-time preferred certification)
- Education scholarships
- Performance management, a formal, annual discussion of your goals

Seton encourages associates to network with co-workers, explore Jobs Online, attend a Seton-hosted education fair, and read and reflect upon how you can best contribute to our mission. Opportunities to transfer within our growing network abound. Consider enrolling in some of these great programs:

- **Thriving at Work** – a series of workshops that helps high-performing staff create long-term success at Seton
- **Career counseling** – an Organization Development staff member helps associates assess their strengths and interests
- **Capital IDEA** – assistance to qualified underemployed participants to help them pursue high-paying skills and jobs.

*I joined Brackenridge IMC fresh out of nursing school. After eight months on the floor, I was asked to be one of the night charge nurses. My preceptor in this new leadership role taught me the importance of high standards in patient care and a wealth of clinical knowledge. After two years in the IMC, I became a bit restless. When my director learned this, she expressed no disappointment. Instead, she said she would support whatever career decisions I made. Shortly after, she invited me to participate in GN interviews and, subsequently, manager interviews for our unit. It made me feel my opinion mattered. Once we had selected the new manager, I had a change of heart. I remember thinking what an intelligent group of people I work around. When my manager relocated with her spouse, I stepped in as interim manager. I believe all the right Seton people were with me at the right times and that I am truly in the right place for me.*

– Patches Pace, RN, Brackenridge IMC

## Rewarding Dedication, Creativity and Initiative

Associates can receive Excellence in Action awards for projects that help Seton carry out our Call to Action: Healthcare That is Safe, Healthcare That Works and Healthcare That Leaves No One Behind.

To support individual initiative, Seton provides education scholarships and tuition reimbursement that allow associates to gain the education they need to advance in their careers and earning power. Clinicians also receive reimbursement for certain types of certification exams and recognition awards for taking on the challenge of advanced certifications.

And, when the Seton family exceeds its financial and other objectives, all associates are rewarded through our Success Sharing variable pay program.

## Flexibility

Many patient care associates use an automated system to indicate the hours they want to work; managers or teams develop schedules based on associate availability. Some clinical staff work compressed schedules while others prefer four-hour shifts.

Seton provides generous Paid Time Off (PTO) so that associates can vacation, observe religious holidays and attend to family matters, legal proceedings, etc.

Other examples of flexibility include reduced hours for associates returning from disability, with a gradual increase in hours and decreased or changed hours so that an associate can care for aging parents or attend school.

Parents can also take advantage of on-site childcare at Brackenridge Hospital, Dell Children's Medical Center, Seton Medical Center Williamson,\* and discounted childcare just blocks from Seton Medical Center Austin. Seton provides private spaces for new mothers to pump breast milk.

\*Spring 2008



*I had been a member of the Brackenridge Respiratory Therapy team since 2000 and was considering my next career move. The Organizational Development department identified an online assessment of my strengths and interests. When a counselor debriefed the test, I realized I really wanted to build and use my communication skills. Now I'm the manager of Respiratory Therapy at SMCA where I'm using my communication skills more frequently, and I plan to enroll in St. Edward's University's Organizational Communication program.*

– Tiffany Leonard, Respiratory Therapy, SMCA



## Associate Wellness

**Weight management** – Working with Seton's Nutrition Services, Seton provides the "Weigh to Health" program, six appointments with a dietician to develop an individualized program. Also, "Create Your Weight," is a nine-week behavior therapy program in weight management and physical activity.

**Diabetes management** – Seton provides significant price breaks for diabetic management supplies (and some supplies are free).

**Smoke-free campus** – To reduce the risk of second-hand smoke, smoking is banned on Seton premises.

**Free Family Asthma Education** – Learn how to control symptoms and improve your family's quality of life, (512) 324-3320.

**Workplace safety** – Safe Sharps, Patient Lift Equipment and Workplace Violence Prevention training place us well on the way to achieving our goal of zero preventable associate injuries.

**Self-care** – Seton Cove programs, Tranquility Places, chair massage, reflections and the physical and emotional space to restore one's self are part of the Seton culture.

**On the Move** – A periodic 12-week walk-and-run fitness training gets associates ready for various yearly events.

## Commitment to Socially Just Pay and Benefits

Seton makes every effort to give associates the opportunity to purchase health insurance, childcare, education and other services at prices they can afford. That's why we provide a fair wage based on community wage trends by job category, a graduated health insurance premium structure and a childcare assistance program for our lowest-paid associates.

## Be Among the Heard!

Someone is always available to listen at Seton: supervisors, chaplains, HR generalists, Employee Assistance Plan counselors, the Organizational Development team or the confidential Values Line (800) 707-2198. Other ways to have a voice:

- Take advantage of confidential 360 assessments and the Worklife Community Surveys.
- Participate in Nursing Congress. Frontline staff nurses determine policies that positively impact the professional practice environment across Seton. Specialty councils introduce and champion nursing practice, education, performance improvement, regulatory compliance and research.
- Use Performance Management. It's a yearly opportunity to assess with your manager where you are and where you want to be.

## Seton Personal Solutions Concierge Service

Whether you need someone to research a child's birthday party venue, notarize official documents, price car repairs or make a restaurant reservation, Seton Personal Solutions can do it. Just a phone call away, the concierge can wrap a gift, wash your car, mail a package, book your next trip and much more. Call (512) 324-3460 and follow the prompts, or e-mail:

- Brackenridge Hospital:** setonpersonalsolutions-brack@seton.org
- Dell Children's Medical Center:** setonpersonalsolutions-dcmc@seton.org
- Seton Medical Center Austin:** setonpersonalsolutions-SMCA@seton.org
- Seton Northwest:** setonpersonalsolutions-SNW@seton.org
- All other locations:** setonpersonalsolutions-general@seton.org

Onsite concierge service is planned for Seton Medical Center Williamson, too.

HIGHEST MARK OF NURSING EXCELLENCE – MAGNET

TEAMWORK

## Missing out on free money?

For every \$10 you save in the 403(b) Ascension Health Retirement Savings Plan, Seton adds another \$3.50 to your 401(a), up to 5% of your gross pay EACH pay period. If you're not saving for retirement, you are missing out on FREE money. Your match money is vested immediately. You can contribute as little as \$5 each pay period. Confusingly simple? To learn more, contact Diversified Investment Advisors Participant Services at (877) 346-7284.



- U.S. Wages and salaries averaged \$19.24 per hour in Dec. 2006.
- The average for U.S. nurses is \$27.33 per hour (Oct. 2007).
- The average Seton ladder nurse earns \$28.93 (Oct. 2007).

• Seton provides a personalized total compensation statement to each associate each year. On average, Seton provides 32% of base pay in Seton-paid benefits such as health insurance, paid time off, life insurance, etc. Nationally, benefits averaged \$8.30 per hour, or 30.1% of total compensation.

Discover  
Seton  
CAREER  
Rewards

HEALTHCARE THAT IS SAFE

### Notes:

*After attending "Thriving at Work," I'm now enrolled in an RN to BSN program. I plan to earn my MSN. I have been promoted to clinical nursing supervisor, am learning many new things, working on communication skills and understand that grounding myself spiritually is an important part of becoming a leader. It is very exciting to work for a mission-driven hospital system and Seton is doing so much to help grow and equip staff at all levels.*

– Sarah Woolsey, RN, SEBD

HEALING MIND, BODY & SPIRIT

I HAD NO  
IDEA



## Seton Money-saving Perks

- Seton cafeterias offer healthy food choices prepared with fresh local produce at a 20% discount to associates.
- Discount gym memberships are available at 24 Hour Fitness's six area locations.
- The fully equipped Outpatient Rehabilitation gym is open to Seton associates from 3 p.m. to 4 a.m. for just \$5 per month; Medical Park Tower at Seton Medical Center Austin, 3rd floor.
- Managing your weight? You can schedule an individual dietician consultation with up to six visits per year. EPN: \$20 co-pay; EPN Expanded: \$30 co-pay (deductible applies).
- Free flu shots are offered to associates in the fall, beginning with those most at risk of complications, as long as supplies of vaccinations last.
- Over-the-counter drugs are available to associates at prices lower than most retail outlets at Seton hospital pharmacies. Wear your badge and be sure to save your receipt if you have a healthcare savings account.
- The Seton Cove interfaith spirituality center offers associates a 10 percent discount on programs. Cove staff also are available to help you plan retreats and facilitate training.
- Buying a car? Check out discounted insurance rates through MetLife Auto & Home®.
- Selling a car? Have Seton Personal Solutions detail it.
- Routine annual mammograms conducted at Seton locations are covered by your Seton insurance plan at 100%.
- Preferred rates. Many area businesses will give healthcare workers a discount, so don't forget to mention you're a Seton associate before you sign a lease or mobile phone service contract, or buy tires. For a partial list, go to <http://intranet/discounts>. Bring your Seton ID badge and an ePay statement as proof of employment.
- Pre-paid Legal Services saves money on common legal needs.
- Have too many Paid Time Off (PTO) hours banked? Sell up to 32 hours per year to offset the cost of insurance premiums. Details are available during the yearly Benefits Open Enrollment each November.
- Seton offers a 40% discount on costs for services provided by Seton but not covered by our medical insurance plans, including cosmetic surgery and surgical weight loss. Phone Seton's Pre-Arrival Department at (512) 324-8768 for an estimate.
- Seton's preferred realtors can help you locate an apartment or house to fit your needs and budget. E-mail [smbartlett@seton.org](mailto:smbartlett@seton.org).

The Seton Family of Hospitals provides the very best care – to everyone. That's why Seton aims to hire and keep the very best healthcare team members.

"Best" describes not only high levels of skill, but also the passion associates bring to our mission: caring for Central Texans with a special concern for the health and dignity of patients who are most vulnerable.

Seton CAREER Compensation is designed to appeal to people who are deeply invested in our overall community's health. To help you provide for yourself and your dependents, Seton offers:

### Competitive base pay or salary

**Differential pay** for clinical preceptor, shift, on-call and holiday work

**Success Sharing** when we meet or exceed our yearly goals

### Comprehensive and flexible benefits:

- Affordable medical, dental and other insurance
- Healthcare and dependent care spending accounts that lower taxable income
- Tuition reimbursement, education loans and scholarships
- Generous paid time off (PTO)
- On-site and discounted childcare services
- Concierge services to help save time
- Employee assistance counseling and resources

**Retirement savings benefits** to help you prepare for your financial future, including:

- A 35% match up to 5% of your elected deferrals with immediate vesting
- Separate employer contribution to savings vested after five years
- Financial planning tools
- Plan representatives available for questions

**An inclusive environment** where you can feel free to express your spirituality and be part of a community dedicated to compassion for those in need

**Career development**, including time and money to train, try on new roles, find the niche where you can make a difference

For more information about your benefits, go to <http://intranet/empresources/humanresources/>. Have a benefits question? Call the HR Resource Center, (512) 324-1776, Monday through Friday, 7 a.m. to 6 p.m.