

Introduction

Davis Behavioral Health's mission is to provide comprehensive, quality behavioral health services to individuals, families and our community through: Effective Clinical Practice with Evidence-based Outcomes provided in a Fiscally Responsible manner to ensure Client/Family, Community and Staff Satisfaction.

DBH is committed to excellence in community-based behavioral health treatment, progressive, vital and continually responsive to the needs of the community, and advocates for the behavioral health needs of our clients.

Davis Behavioral Health understands that excellent clinicians are vital to meeting the standards established by its mission and vision statements.

Employees can help the agency, their acquaintances, and themselves by participating in the Employee Referral Program. Eligible employees can earn up to a **\$1,500** cash reward if the candidate they refer is hired by Davis Behavioral Health, Inc. and complete the established requirements.

Employee Eligibility

The Employee Referral Program is open to all regularly employed staff.

Candidate Eligibility

Full-time Positions

\$1,500 Incentive

Candidates must be **fully licensed** in the State of Utah as a Psychiatrist (MD, DO, etc.) or Advance Practice Registered Nurse (APRN).

\$1,000 Incentive

Candidates must be **fully licensed** in the State of Utah as a Psychologist (PhD., PsyD, etc.), Licensed Clinical Social Worker (LCSW), Clinical Mental Health Counselor (CMHC), or Marriage & Family Therapist (MFT).

\$500 Incentive

Candidates for full-time clinician positions who are under-licensed clinicians (CSW, ACMHC, AMFT) or Registered Nurse (RN).

\$250 Incentive

Candidates who are hired to work full-time in all other positions at DBH.

Part-time Positions

The employee referral for part-time positions is ½ of the cash incentive for full-time positions as outlined above.

Former employees who have left Davis Behavioral Health in good standing for more than 6 months are eligible. Current DBH employees working in an intern, temporary, or consultant role are not eligible.

Referral Process

The Clinical Employee Referral Program form may be obtained on the DBH intranet site (www.dbh.utah.net) under the "Approved Forms" administrative tab. Employees should fill out the form and submit it to the Human Resources Department prior to the execution of a formal job offer for the opening.

Bonus Payment

The cash bonus for all categories will be awarded **if** the referred candidate is hired in a designated position **and** successfully completes their probationary period (standard probation is 6 months).

Referral Form

Date: _____

Employee Name: _____ Department: _____

Applicant's Name: _____ Licensure: _____

Telephone Number: _____ Email Address: _____

Referred Position(s): _____

To be eligible for the cash incentive, the form must be submitted to the Human Resources Department **BEFORE** a formal offer of employment is extended to the referred candidate.

For Office Use Only

Hire Date: _____ 6-month Date: _____

Payment Approved by: _____ Approval Date: _____

Approval Signature: _____