



Volume 1, Issue 3

*As part of the PeopleSmart brand and effort to support the recruitment and retention of health care professionals at the local level, the Indian Health Service (IHS) brings you the third issue of **Recruitment Insights**, part of our new Indian Health Recruitment Toolkit. In this issue, you'll learn how to use compensation and designation incentives to encourage health care professionals to join your staff.*

In This Issue: Strategies for Compensation and Designation

Title 38

The 3Rs: Recruitment, Retention and Relocation

TITLE 38

Title 38 gives IHS facilities the authority to offer health care professionals the market rate of pay rather than the federal government Title 5 civil service pay scale. Currently, you can use Title 38 Authority to enhance your efforts to recruit only physicians and dentists. IHS headquarters is working to obtain authority to expand Title 38 to other health disciplines. Offering Title 38 contracts will help your ability to compete with the recruiting efforts of the private and non-profit sectors and give you increased marketability of your site for rural health care recruitment.

THE 3Rs: RECRUITMENT, RETENTION AND RELOCATION

The 3Rs are special, one-time bonus payments to help you recruit and retain health care professionals. These can be powerful incentives to use in your recruiting efforts. Bonus payments are subject to availability and eligibility requirements.

Recruitment Incentive: A bonus paid to a new employee who fills a position critical to the IHS mission, which would otherwise be difficult to fill in the absence of an incentive.

Retention Incentive: A bonus paid to retain a current federal employee in a position critical to the IHS mission if the employee has unusually high or unique qualifications or if IHS has a special need for the employee's services. An incentive may also be paid to retain an employee when a general or specific notice of closure or relocation has been announced and the employee is essential to the mission requirements and would be likely to leave for a different position in the federal service in the absence of a retention incentive.

Relocation Incentive: A bonus paid to a current federal employee who must relocate to a different geographic area to accept a position that is critical to the IHS mission which would otherwise be difficult to fill in the absence of such an incentive.

For more information, see the [relevant section](#) of the [Indian Health Manual](#).

If you have any recruitment strategies and best practices you would like to share, please send them to us at: [Recruitment Insights](#).



The policy of IHS is to provide preference to qualified American Indian and Alaska Native applicants and employees who are suitable for federal employment in filling vacancies within IHS. IHS is an equal opportunity employer.

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