

NEWS RELEASE



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For Immediate Release

HALIFAX REGIONAL WINS HUMAN RESOURCES AWARD *Streamlining Hiring Process Award Demonstrates Business Results*

ROANOKE RAPIDS, NC (March 23, 2012)—Halifax Regional has been recognized for an innovative program that has resulted in hiring highly qualified registered nurses.

The award is presented by CAI, a not-for-profit employers association that serves 1,200 companies, and is called the Ovation award.

The goal of the innovative program at Halifax Regional is to streamline the hiring process for registered nurses. “We know nurses are in demand, so a ‘fast track’ hiring process enables us to make quicker and more effective decisions, and hire the best available nurses,” said Jim Wood, Chief Human Resource Officer at Halifax Regional.

The key to streamlining the interview process was to develop interviews based on behavior. “This technique is based on the premise that the most accurate predictor of future performance is past performance in similar situations,” Wood explained. “By getting candidates to discuss past experiences related to crucial job competencies, managers can more accurately predict each candidate’s probable job performance.”

After the first group of interviews, nine candidates were offered jobs and all nine accepted the offers. “This was one of the best groups of nurses we have employed,” said Belinda Jones-Hill, RN, manager. “The process of hiring nurses was thorough but quick and seamless.”

The new behavior-based interviewing technique now is being implemented throughout the Medical Center. “Our goal to be recognized as the employer of choice in the region,” said Wood, and “this award is a major step in that direction.”

“The judging committee was particularly impressed with the clearly demonstrated business results you experienced with your new interviewing problem,” said Doug Blizzard of CAI.

Halifax Regional received the award at CAI’s HR Management Conference in Raleigh last month.

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About Halifax Regional

Halifax Regional Medical Center is licensed for 204 beds, including psychiatric and nursery. A non-profit organization, Halifax Regional is fully accredited by the Joint Commission. For more information, visit www.halifaxregional.org.