
Bonus and Referral Program

Effective Date: March 1, 2026

Issued By: Goodwill Staffing and Recruitment

Purpose

This document outlines key updates to the Agency's Bonus and Referral Program. These changes are part of our ongoing commitment to ensuring program sustainability, operational alignment, and long-term organizational success while continuing to support Canada's health care system through our dedicated nursing and allied health care professionals.

We sincerely thank all team members for their continued professionalism, commitment, and valuable contributions to patient care across the country.

Bonus Payment Processing

To ensure consistency and transparency.

- All eligible bonuses (including referral bonuses) will be processed during the **last week of each month**.
- Payments will be issued only after all eligibility criteria have been verified and confirmed.
- Standard payroll processing timelines apply once payment has been initiated.

Referral Bonus Program – Eligibility Criteria Update

We value the important role our nurses and allied health care professionals play in strengthening our workforce through referrals. To better align the program with long-term engagement goals, the eligibility criteria for referral bonuses will be updated as follows:

Previous Eligibility Requirement

- Referral Bonus issued once the referred candidate had completed 31 shifts in a 3-month period.

New Eligibility Requirement

Effective March 1, 2026, the referred nurse must:

- Complete **42 shifts**

- These shifts must be completed within a **three (3) month period**

The referral bonus will only be issued once **both conditions** have been met. Both the referring candidate and the referred candidate must complete the referral survey to confirm eligibility.

Referral Bonus Amounts

Effective March 1, 2026, referral bonus amounts are as follows:

- **\$300 CAD** – Standard Candidate Referral
- **\$500 CAD** – Bilingual Candidate Referral (English/French Fluent)

The bilingual referral bonus applies to nurses who:

- Meet the Agency bilingual qualification requirements; and
- Are hired into a position requiring bilingual proficiency.

Retention Bonus Program

- **Program Discontinuation**
- **Effective March 1, 2026**, the Retention Bonus Program has been discontinued. The Retention Bonus Program was eligible to select candidates in select regions only.
- **Grandfathered Bonuses**
- Any retention bonuses earned prior to March 1, 2026, will be honored in accordance with the terms and payment timelines in effect at the time they were earned.
- **No new retention bonus qualification periods will begin on or after March 1, 2026.**

Organizational Commitment

We understand that updates to compensation programs may prompt questions. These changes have been made following careful consideration and with a focus on maintaining sustainable and competitive programs for the future.

Our Agency remains committed to:

- Supporting our nursing professionals
- Providing competitive opportunities
- Maintaining transparency in all compensation-related matters
- Strengthening our contribution to Canada's healthcare system

Questions and Support

Team members who require clarification regarding these changes or how they may apply to specific circumstances are encouraged to contact their Recruiter or Human Resources.

We appreciate your continued trust, dedication, and partnership.

Approved by:

Unity Ivongbe

Director of Operations
Goodwill Staffing and Recruitment
Effective March 1, 2026

