



Hiring FAQs

Is there an initial fee to get started with Rx relief?

No. Our temporary and temporary-to-hire options are billed by the number of hours our employee has worked at your office or facility. For short assignments that require specific recruiting efforts, a recruiting fee may be assessed. You will be billed the week following the date work is completed. Direct-hire placements are not billed until you decide the candidate we present to you is acceptable for permanent hire.

How will I be billed?

Invoices will be issued weekly and can be paid electronically.

Do you offer health insurance?

Yes. Rx relief offers a comprehensive medical plan that meets the Affordable Care Act coverage requirements. Voluntary benefits plans such as a dental plan, vision plan, voluntary term life plan, hospital plan, short term disability and medical indemnity are also available.

Who does the employee work for?

Pharmacy professionals who are deployed through Rx relief for temporary and temp-to-permanent assignments are employees of Rx relief. We assume responsibility for employees' wages and all fringe employee costs & benefits.

Do you offer any training?

We work with our clients to create collaborative training programs that fit their needs. Contact your Regional Manager for more details.

What is your selection process?

Our selection process includes a comprehensive phone interview, a robust application, skills testing & self-evaluation, and professional references

Do you perform background/drug screening?

Yes. Background checks that comply with the Joint Commission standards are completed for all temporary employees. Should you have any specific background requirements, your Regional Manager will work with you to ensure that all professionals we send you comply with your organisation's requirements.

What happens if I am not happy with the employee you've assigned; am I obligated to hire them?

Contact your representative immediately. It is our priority to work with you to ensure that we are only sending staff who meet your organisation's individual needs.

What if I am happy with an employee and want to hire them before the end of the contracted time frame?

We have an easy conversion process for any client who wants to hire an employee before the agreed upon hours have been completed.

Are your associates able to participate in our internal training programs and/or events, i.e. safety training, company picnic, company incentive programs?

Absolutely. Temporary employees who feel like members of the client's internal team will be more connected and productive, and more likely to stay with the company. While they are technically an Rx relief employee, feeling like an important member of your team is invaluable. If you would like a temporary employee to participate, please contact Rx relief for approval prior to making arrangements; depending on the circumstances, it may be considered work time.

How do you administer employee direction or coaching, if needed?

Our process involves regular interactions with both our clients and placed employees to identify what is going well and where improvement may be needed. This includes a 360 degree feedback loop, by which we immediately contact employees after receiving feedback from their supervisor.

How does Rx relief help retain the talent they place with their clients?

Candidly, much of it begins with both candidate AND client selection. We work with employees who have recent and relevant work experience, as well as reasonable pay expectations. Conversely, we only work with clients who have strong cultures and safe work environments, and who realize they have to pay what the market dictates in order to get the very best employees. Blending this with our attention to the fit factor when making placements, we get it right a whole lot more than we get it wrong!

What are your timekeeping options?

We use a fully integrated online time-keeping system. Each week, our employees will enter all time and any approved expenses. You will have the opportunity to review and approve these entries before we pay employees.

What are your sick pay policies, i.e. do you require a doctor's note or any documentation?

A doctor's note is typically not required. However, if an employee is out long enough to trigger leave, such as the Family Medical Leave Act, we follow the documentation procedures set forth by law. In some states, e.g. California and Oregon, paid sick time is mandated by law. In the majority of those cases, the cost for paying sick time is built into our hourly bill rate, and we do not charge clients separately.

How quickly can you fill a position?

It depends on the geographical location, the skills, and the experience required. We pride ourselves on providing our customers with a quick turnaround on all orders, while maintaining quality as our top priority. For special recruiting efforts, we typically provide candidates within a week and can have any new hires start within 5 days of the offer. rxrelief.com