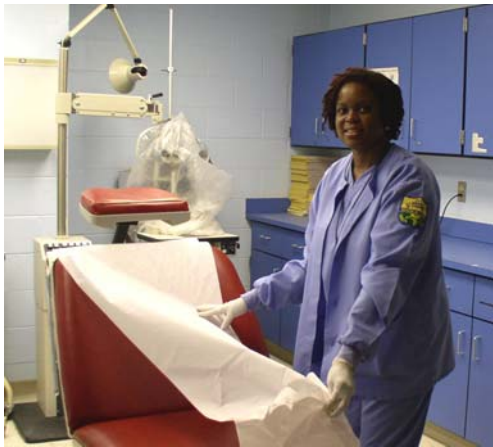


Disability – The Disability Income Plan provides equitable replacement income for eligible state employees who become temporarily disabled. Short-term benefits are available to eligible employees from the 61st day of disability up to one year. Once short-term benefits have been exhausted, long-term benefits are available to eligible employees who have completed five years of creditable service within the 96 month period immediately prior to the end of short-term disability payments. As long as eligibility requirements are met, long-term benefits are payable up until the time the person reaches the age at which he/she would be eligible to begin receiving unreduced retirement benefits.

Supplemental Retirement Benefits - The NC Public Deferred Compensation Plan and the NC 401(k) Supplemental Retirement Income Plan are two tax-sheltered saving plans the State offers to its employees. Your taxes will be lower and automatic deductions make contributing to these plans easy. Employees can also purchase U.S. Savings Bonds.



Find more
information by
visiting:

N.C. Department of Correction
<http://www.doc.state.nc.us>

N.C. Office of State Personnel
<http://www.osp.state.nc.us/jobs>

N.C. Division of Prisons
Nursing Services
[http://www.doc.state.nc.us/dop/
health/nursing](http://www.doc.state.nc.us/dop/health/nursing)
919-838-3860



May 2003

The NC Department of Correction does not discriminate on the basis of race, color, sex, religion, national origin, age, or disability.

NORTH CAROLINA DEPARTMENT OF CORRECTION

Careers in Correction



Nursing Services

Join the NCDOC team!

CAREERS IN CORRECTION – NURSING OPPORTUNITIES

The job outlook is tough these days but one career is always in demand – **nursing**. Correctional nursing is a very unique and rewarding field. The North Carolina Department of Correction offers career opportunities with a wide variety of professional nursing services to qualified men and women. We have state nursing positions as well as contract positions available throughout the state in our 70+ facilities which offer a variety of work schedules. Settings include inpatient and outpatient medical services, mental health services, ambulatory care, women’s health, emergency services, and youth services.

The mission of DOC Nursing Services is to deliver accessible, quality, cost-effective healthcare to the patient population consistent with applicable community standards. Nursing Services function in partnership with a multi-disciplinary team, both healthcare and custody. Our values include vision, commitment, professionalism, respect, dignity, compassion, advocacy for patients and staff, integrity, quality, and partnership.

Positions available are:

- Correctional Health Assistant I
- Correctional Health Assistant II
(*Medication Technicians*)
- Licensed Practical Nurse
- Staff Nurse
- Lead Nurse
- Nurse Clinician
- Nurse Supervisor



All nursing classifications need the appropriate state licensure or listing.

HOW TO APPLY

For a rewarding career in Correction, applicants should complete a State of North Carolina application form (PD-107) and submit it directly to any correctional facility with a current nursing opening.

State of North Carolina Application Forms and vacancy listings may be obtained from the Department of Correction website (www.doc.state.nc.us), from all Employment Security Commission Job Services offices, and from all public libraries.



ADVANCEMENT OPPORTUNITIES

There is a wide variety of advancement opportunities for nurses in the DOC system.

BENEFITS

Annual Leave – At least 94 hours each year. The more years worked, the more vacation is granted.

Sick Leave – 12 days per year.

Paid Holidays – 11 to 12 days each year.

Community Service Leave – Each employee is granted up to 24 hours of paid leave each year to engage in volunteer services.

Special Pay Benefits - The department offers:

- Overtime pay;
- Call-back pay;
- Shift premium pay;
- Holiday premium pay;
- Modified baylor plan;
- Longevity, etc.

Academic Assistance Program – Employees may apply for academic assistance to enhance career development within the agency. Upon approval, employees may be granted time off work for certain types of educational courses.

Health Insurance – Employees qualify for enrollment in the State Health Plan. Dependent coverage is also available at group rates.

State Retirement Plan – Permanent employees working at least 30 hours per week for at least 9 months of the year become a member of the state retirement system. Employees are vested in the retirement system after a minimum of five years of contributing service. The timing and amount of benefits are based upon a formula which considers age, amount of creditable service, and specified periods of employee earnings.