



## Part VI: Negotiating With Your Recruiter

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Whether you have just begun your search or are in the process of setting up an interview with a facility, negotiating with your recruiter early in the process is an important step toward finding that perfect assignment. You will need to cover travel and housing arrangements, shifts, hourly rate, overtime pay, & any bonuses that may be available. In some cases it is pretty cut and dry; there is a limit to what we can offer and the hospital client may have no room for any creative negotiations. In many others, however, your recruiter can be the key to turning an assignment that sounds 'so-so' into one that works wonderfully for you.

### Therapy Travelers: We're on Your Side

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After many years in the staffing business, it is quite likely that we have heard it all in our efforts to help nursing professionals find the best travel jobs. A common misconception that exists is the belief by some that the recruiter is "holding out" on pay or other assignment benefits. Believe it or not, your recruiter is motivated to give you as much as s/he can. The industry is extremely competitive and there are not too many factories pumping out new nurses! The relationships we have with you are tremendously important to us and to be very honest, we want to keep you servicing Cirrus Medical Staffing's client facilities. If there is room in the contract to pay you more, we will find it. If we can offer better housing, we will. Your recruiter wants to help create a

compensation package that is as fair and compelling as possible.

### Study the Details

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Ever see an assignment on a website offering an unbelievable pay rate and then your recruiter calls with an opportunity that sounds identical but the pay is different? Look closely. In many cases, the first glance at an assignment can leave most travelers seeing a clear difference in compensation. Upon a further review, however, the package can actually be quite similar. Are both companies offering a straight hourly rate or is one of them offering a blended rate?

A typical compensation package includes some or all of the following:

- Hourly wages
- Overtime wages
- Housing or housing allowance
- Daily per diem
- Rental car or car allowance
- Licensure reimbursement
- Completion bonuses
- PTO programs
- Benefits

Many other travel companies add all of these items together to advertise a blended rate. On the surface it looks much higher than what anyone else is paying, but there are many creative ways to make an hourly pay rate look attractive. The fact of the matter is that most clients pay the same rates to staffing companies. In the end the true pay rate offered by most staffing firms is going to be pretty similar.



Want to maximize your take home pay? Consider making your own travel & housing arrangements & taking the allowance. Many property managers will give an individual a better rate than even a staffing company can get with volume discounts. Or travel with a friend and share the apartment.

In addition, taking advantage of per diems can be a great way to pay for your trip. Just be careful the money you are getting does not exceed IRS guidelines. Be aware that there is a lot of heightened attention these days to ensure that payments to travelers, in particular the per diem and/or any allowances paid, follow IRS guidelines. Ask your recruiter about this and check [www.IRS.gov](http://www.IRS.gov) for the information you need. If you are getting too much of your income in non-taxable monies, chances are you could be subject to paying taxes at year-end or worse, pay an IRS fine. It pays to do your homework.

### It's Only a Good Assignment if it's Right for You

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It is important to mention that what is right for some might not be right for all. Keep in mind that your discussions with your recruiter might not only be about maximizing take-home pay - unless you have told us that is all you care about. We work to address each of the needs you have shared with us. Some of the most common needs we have met for our travelers include:

- Special time of
- Traveling with a pet
- Traveling with family

- Multi-stop travel plans
- Unique work schedules

Discuss these and any other needs you may have with your recruiter early in the process and make sure you are on the same page as the communications progress. Chances are good

that you are competing with other travelers for that assignment and clients expect that you have spoken about these items by the time you interview.

### Make it Yours with Your Recruiter's Help

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Many of our travelers choose the mobile lifestyle to maximize their incomes, while countless others enjoy the freedom to do what they love in several locations each year. Whatever it is that you are seeking, your recruiter can help you make the most of it with a selection of assignments and travel, housing, pay and benefit options that make your career, well - yours.

### About Cirrus Medical Staffing

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Cirrus Medical Staffing is an award-winning Travel Nurse Company and provider of medical professionals to healthcare facilities across the nation. With offices in Charlotte, Atlanta and Houston, our firm specializes in placing [Nurses](#), [Nurse Practitioners](#), [Physician Assistants](#) and [Allied Health](#) professionals into travel, contract and permanent employment. Cirrus is ranked as one of the top 10 Travel Nurse Companies in the US. For our clients, our focus is providing a one-stop solution to their staffing and HR needs. Cirrus Medical Staffing is Joint Commission Certified.

Cirrus Medical Staffing is a member of the Cirrus Healthcare Group, an international healthcare group specializing in providing US healthcare companies with customized domestic and international staffing and HR solutions. The Group consists of [Cirrus Medical Staffing](#), [Cirrus Allied](#) and [Medtivia](#). Cirrus Allied is one of the nation's leading rehabilitation therapy staffing firms and specializes in placing rehabilitation therapists and assistants into travel, contract, and permanent employment. In addition, the Cirrus companies provide international Therapist and Nurse staffing augmentation through our recruitment organization, Medtivia, located in the Philippines. Medtivia is continuously ranked as one of the most outstanding international nurse and therapist recruitment organizations. The companies are all [A. Soriano Corporation](#) (ANSCOR) companies.



Cirrus Medical Staffing has earned the Joint Commission's Gold Seal of Approval™