

# NEWS RELEASE



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**For Immediate Release**

## **HALIFAX REGIONAL MODERNIZES EMPLOYEE BENEFITS**

*Paid Time Off Program Permits Flexibility*

**ROANOKE RAPIDS, NC – (September 2, 2008) – Halifax Regional, one of the area's largest employers, will begin a new employee benefits program in October.**

Called Paid Time Off, the program combines vacation time, sick leave and holidays into one program. The new program replaces a traditional benefits plan in which employees had specified time for sickness, vacation and holidays.

"The main difference in the programs is that our employees will have the flexibility and freedom to use their paid time off how they want to use the time," said Susan Hayes, Manager of Human Resources.

"Many healthcare organizations have turned to a Paid Time Off program because it suits the 24/7 nature of a hospital," said Hayes. "Patient care is our priority at Halifax Regional, and we must staff the medical center every day. The Paid Time Off program is structured to give employees flexibility to use their time off the way they need to use it."

Previously, employees had a certain number of sick days. Those days were to be used only if they were sick. Under the new program, sick days are part of paid time off, so employees can use them for any purpose. "Our study of other hospitals using the Paid Time Off program indicates that employees appreciate the freedom built into the program. They can stay home with a sick child now and not lose a vacation day or violate the sick leave policy by calling in sick."

Halifax Regional has approximately 875 employees and an annual payroll and benefits of \$44 million.

"The Paid Time Off program was not developed to reduce expenses," Hayes said. "We are implementing it to give employees a greater opportunity to use the time off they have earned as they wish."

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**About the Halifax Regional**

*Halifax Regional Medical Center is licensed for 206-beds, including psychiatric and nursery.*

*A non-profit organization, Halifax Regional is fully accredited by the Joint Commission. For more information, visit [www.halifaxregional.us](http://www.halifaxregional.us).*