



Pre-employment Requirements

An Affiliate of  UnityPoint Health

All applicants offered a conditional employment opportunity are required to submit a urine sample to be tested for illegal drugs **within 72 hours** of the conditional job offer. Applicants who fail to provide a sample for the drug screen within 72 hours, or who test positive for illegal drugs, are not eligible for employment with Greene County Medical Center for one year from the date of the offer.

All applicants offered a conditional employment opportunity are required to submit to a criminal background check and a child and dependent adult abuse background check. The results must be received and reviewed by Greene County Medical Center before new employees are allowed to begin their employment.

Applicants offered a conditional position will be required to provide proof of the following immunizations, or will be immunized as appropriate if no records can be obtained by the applicant:

- Hepatitis B (series of 3)
- MMR (series of 2)
- Tdap (This will be given if no record for last 10 years.)
- TB skin test (within last year). A second TB test will be given.
- Influenza (if employment occurs during flu season)

Records may be obtained from your provider, school/college, or past employers. Applicants may begin working once the first TB skin test has been read and is negative and all other records of immunizations are in order.

Applicants will complete a Physical Capacity Profile (PCP) test, which consists of a series of physical and isometric exercises to assess physical ability to perform the job duties of the position the candidate has been offered. Employment is conditional pending a passing level for the position offered. Applicants should dress in appropriate gym attire for comfort and ease of movement during this test. Be prepared for the test to take 1 to 1 1/2 hours.

All new employees must also provide the following items prior to employment:

- A document that establishes identity
- A document that establishes employment eligibility
- Copy of professional license/registration/certification (if applicable)
- Driver's license and proof of auto insurance if job requires use of Greene County Medical Center or personal vehicle

If you drive for Greene County Medical Center, you are required to have the appropriate current and unrestricted license. You will be required to furnish proof of your driving record as part of your application and may be required to release your driving record annually thereafter.

Greene County Medical Center is a tobacco-free environment. Tobacco products may not be used in the building, on the grounds or within a one block radius of the campus. Employees are not permitted to use tobacco products during working hours, nor are they allowed to come to work smelling of tobacco. Greene County Medical Center is in compliance with the Smokefree Air Act of Iowa effective July 1, 2008.