

## **Clinical Positions**

**\$1,929,283**

BHD is focused on providing consistent staffing, redeployment of clinical staff, increased surveillance within clinical areas, and accounting for sick leave, vacation, FMLA and other time off in a more consistent manner. To that end, BHD has begun a new staffing model called "Environmental Surveillance Zones." This method of staffing and surveillance includes an increase in clinical staff to patient ratio within the Adult Acute Hospital. This increase will create additional surveillance capacity with the intended result of increased patient care and decreased incidents.

To implement the new surveillance zones and provide consistent staffing, the following clinical positions changes are made: Create 53.5 FTE Clinical Positions of which 46.5 FTE Clinical Positions are funded; and Abolish 4.0 FTE Nursing Coordinator and 1.0 FTE Nurse Prescriber Positions.

Approximately two-thirds of the new nursing positions are Nursing Assistants and approximately one-third are Registered Nurses. Of the new clinical positions, 30 FTEs are located in Acute Adult/Child Inpatient Services, 14.5 FTEs are located in the Inpatient Nursing Home Facilities and 9.0 FTEs are located in Adult Crisis Services.

The detailed positions changes are as follows:

### **Nursing Facility Services:**

- Create: 7.0 FTE Nursing Assistant 1 MH, 1.0 FTE Psych LPN and 1.0 FTE RN 3 MH
- Fund: 1.0 FTE RN 3 MH
- Create – Unfunded: 4.0 FTE Nursing Assistant 1 MH
- Abolish Upon Vacancy: 1.0 FTE Nursing Program Coordinator

### **Acute Adult Services:**

- Create: 18.0 FTE Nursing Assistant 1 MH, 1.0 FTE Unit Clerk, 1.0 FTE Nursing Program Supervisor and 3.0 FTE RN 3 MH
- Fund: 1.0 FTE RN 3 MH
- Create – Unfunded: 7.0 FTE Nursing Assistant 1 MH
- Abolish Upon Vacancy: 2.0 FTE Nursing Program Coordinators

### **Crisis Services:**

- Create: 5.0 FTE Nursing Assistant 1 MH, 1.0 FTE Unit Clerk and 1.0 FTE RN 3 MH, 1.0 FTE Staff Psychiatrist (Note: the Staff Psychiatrist position is funded at .55 FTE reflected in a V&T increase for a savings of \$92,064).
- Fund: 1.0 FTE RN 3 MH
- Abolish Upon Vacancy: 1.0 FTE Nursing Program Coordinator and 1.0 FTE Adv Prac Nursing Prescriber

### **Community Services:**

- Unfund: 1.0 FTE vacant Psychiatric Social Worker
- Fund: 1.0 FTE Clinical Psychologist 3