

**BEHAVIORAL HEALTH & SERVICE
INTEGRATION ADMINISTRATION
Recruitment and Retention**



Request	FY16	FY17	15-17
FTE	0.0	0.0	0.0
GF-State	\$2,488,000	\$2,538,000	\$5,026,000
Total	\$2,488,000	\$2,538,000	\$5,026,000

DECISION PACKAGE SUMMARY

The Behavioral Health and Service Integration Administration (BHSIA) requests funding to address recruitment and retention issues for Psychiatric Social Workers, Psychologists and Register Nurse (RN) 4s at the two state hospitals and the Child Study and Treatment Center (CSTC). The increase in pay addresses two significant issues: 1) ongoing shortage of Social Workers and Psychologists and difficulties with recruitment, and 2) compression issues for the RN 4. By funding this request, BHSIA expects to improve the recruitment and retention for these positions.

PROBLEM STATEMENT

Sufficient social workers, psychologists, and RNs are required for providing patient care under The Joint Commission (TJC) accreditation standards and Centers for Medicare & Medicaid (CMS) certification regulations. Social workers are critical in discharge planning for clients.

The state hospitals have experienced ongoing difficulties with recruitment and retention of these positions. State salaries are not competitive with the Veterans Administration or the private sector. The problem is increasing because of increased bed capacity at the hospitals due to recent court actions and legislation. If these positions cannot be filled, admissions to the hospital will be halted, commitments cannot be processed and discharges will be held up.

PROPOSED SOLUTION

The state hospitals cannot absorb a salary increase within their current base because they have been running a deficit for three years out of the last four fiscal years. The requested increase will allow state hospitals to recruit and retain these positions that have specialized skills. The timeline is urgent due to the state's responsibilities to maintain sufficient staffing to meet responsibilities under recent court rulings.

EXPECTED RESULTS

In order to respond to two court cases, the state hospitals must open additional wards and will be unable to do so if there are insufficient staff. Funding this request will better allow DSHS to retain the staff currently employed as well as assist in the recruitment of additional staff to meet the need to increase capacity at the state hospitals. Other expected results include meeting TJC and CMS requirements.



DSHS VISION

People are healthy • People are safe • People are supported • Taxpayer resources are guarded

DSHS MISSION

To transform lives

DSHS VALUES

Honesty and Integrity • Pursuit of Excellence • Open Communication • Diversity and Inclusion • Commitment to Service

STAKEHOLDER IMPACT

No concerns are anticipated. The Washington Federation of State Employees and Service Employees International Union Healthcare 1199NW are expected to support the proposal. Disability Rights Washington and other advocacy groups are expected to support the proposal.