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**STATE OF NEW HAMPSHIRE  
DEPARTMENT OF HEALTH AND HUMAN SERVICES  
NEW HAMPSHIRE HOSPITAL**

Lori A. Shibinette  
Commissioner  
  
Ellen M. Lapointe  
Chief Executive Officer

36 CLINTON STREET, CONCORD, NH 03301  
603-271-5300 1-800-852-3345 Ext. 5300  
Fax: 603-271-5395 TDD Access: 1-800-735-2964  
www.dhhs.nh.gov

September 23, 2022

His Excellency, Governor Christopher T. Sununu  
and the Honorable Council  
State House  
Concord, NH 03301

**REQUESTED ACTION**

Pursuant to New Hampshire RSA 99:8, Increases for Recruitment Purposes and in accordance with Per 904.01 of the Rules of the Division of Personnel, Request for Temporary Increase, authorize the Department of Health and Human Services (DHHS), New Hampshire Hospital (NHH) to continue the twenty percent (20%) base hourly wage enhancement to Mental Health Worker staff currently paid under the 40 hour per week wage schedule (A130) for recruitment and retention purposes by extending authorization from December 3, 2022 through June 30, 2023, effective upon Governor and Council approval. The original enhancement was approved by Governor and Executive Council on November 18, 2020 (Item #13). Source of Funds: 38% General Funds, 62% Other Funds (provider fees).

Funds are available in SFY 2023.

**05-095-094-940010-87500000 HEALTH AND SOCIAL SERVICES, DEPT OF HEALTH AND HUMAN SERVICES, HHS: NEW HAMPSHIRE HOSPITAL, NEW HAMPSHIRE HOSPITAL, ACUTE PSYCHIARIC SVCS**

SFY 2023	010-500100	Personal Services-Perm Class	\$867,461
		<b>Total</b>	<b>\$867,461</b>

**05-095-094-940010-60960000 HEALTH AND SOCIAL SERVICES, DEPT OF HEALTH AND HUMAN SERVICES, HHS: NEW HAMPSHIRE HOSPITAL, NEW HAMPSHIRE HOSPITAL, NH COMMUNITY RESIDENCE**

SFY 2023	010-500100	Personal Services-Perm Class	\$53,674
		<b>Total</b>	<b>\$53,674</b>

**05-095-094-940010-87500000 HEALTH AND SOCIAL SERVICES, DEPT OF HEALTH AND HUMAN SERVICES, HHS: NEW HAMPSHIRE HOSPITAL, NEW HAMPSHIRE HOSPITAL, ACUTE PSYCHIARIC SVCS**

050-500109	Personal Services-Temp	\$280,955
	<b>Total</b>	<b>\$280,955</b>

**EXPLANATION**

The demand for acute psychiatric services provided by New Hampshire Hospital (NHH) continues to exceed available staff resources. The acuity level of patients admitted to NHH has continued to rise due to a number of factors, which include long waiting periods in community hospital emergency departments, increasing medical co-morbidities related to an aging general population and increasing level of dangerousness related to co-morbid use of illegal substances. NHH has continued to have extreme difficulty recruiting Mental Health Workers. Attached is a list of NHH positions paid from the 40 hour per week wage schedule (A130). New Hampshire Hospital would like to continue to augment the current Mental Health Worker pay rates with a 20% enhancement to the 40 hour per week wage schedule (A130). An enhancement has proven to be an effective tool for addressing personnel shortages and retention rates in other departments.

Should Governor and Council determine to deny this request, New Hampshire Hospital would be unable to adequately recruit and retain staff negatively impacting patient care.

Area served: NHH Acute Psychiatric Facility and Philbrook Adult Transitional Housing location.

Source of funds: 38% General Funds, 62% Other Funds (provider fees).

Respectfully Submitted,



Lori A. Shibinette  
Commissioner

FOR

[REDACTED]

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**From:** Rudis, Lorrie  
**Sent:** Thursday, September 22, 2022 1:50 PM  
**To:** Caristi, Joseph  
**Cc:** White, Nathan; Calise, Mary; Lapointe, Ellen; Lydick, Joanne; Mavrogeorge, Matthew  
**Subject:** RE: urgent enhancement approvals

Greetings Joe,

As you know, in accordance with the rules, there is a specific criteria that needs to be purposed so that the Division of Personnel can make an approval, however seeing there is eminent need for these positions and for the LNA's it only for this fiscal year, I don't want to hold anything up. I will give you this one time exception; so that you can meet your timeline. I would like us to work together to ensure we meet the rules requirement in the future. Both the LNA request for an enhancement and extended MHW proposals are approved.

Thanks for all you do!

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**From:** Caristi, Joseph <Joseph.T.Caristi@dhhs.nh.gov>  
**Sent:** Thursday, September 22, 2022 8:55 AM  
**To:** Rudis, Lorrie <Lorrie.A.Rudis@das.nh.gov>  
**Cc:** White, Nathan <Nathan.White@dhhs.nh.gov>; Calise, Mary <Mary.E.Calise@dhhs.nh.gov>; Lapointe, Ellen <Ellen.M.Lapointe@dhhs.nh.gov>  
**Subject:** urgent enhancement approvals

Hi Lorrie,

My team is in the process of finalizing the attached two enhancement items for G&C, which are a part of the state's new recruitment and retention program.

While I normally like to send you a complete/finalized item, given that the deadline for G&C is today, I was hoping we could parallel process, especially considering that this is part of the state-wide recruitment and retention plan.

Would you be able to provide DOP approval for these enhancements? The Mental Health Worker enhancement already exists, it's just an extension.

Best,

Joe Caristi B.S, LSSBB, M-ACHE  
Chief Financial Officer  
New Hampshire Hospital, Glenclyff Home, and the PATH Center  
36 Clinton Street Concord, NH 03301  
Phone: 603-271-5398  
[Joseph.T.Caristi@dhhs.nh.gov](mailto:Joseph.T.Caristi@dhhs.nh.gov)



## NHH Full-Time MHW Positions

POSITION	EMPLOYEE TITLE
44063	MHW I
15882	MHW I
15904	MHW I
15991	MHW I
16118	MHW I
16239	MHW I
16538	MHW I
16552	MHW I
30849	MHW I
40413	MHW I
40415	MHW I
40423	MHW I
44058	MHW I
15876	MHW II
15879	MHW II
16022	MHW II
16204	MHW II
44055	MHW II
44064	MHW II
15712	MHW II
15721	MHW II
15734	MHW II
15755	MHW II
15781	MHW II
15809	MHW II
15829	MHW II
15851	MHW II
15863	MHW II
15866	MHW TR-II
15868	MHW II
15872	MHW II
15890	MHW II
15902	MHW II
15905	MHW II
15907	MHW II
15908	MHW II
15913	MHW II
15914	MHW II
15918	MHW II
15919	MHW II
15922	MHW II
15927	MHW II
15934	MHW II
15940	MHW II

## NHH Part-Time MHW Positions

POSITION #	EMPLOYEE TITLE
TMPPT3238	MHW I
TMPPT4180	MHW I
TMPPT4776	MHW I
TMPPT4767	MHW II
TMPPT3229	MHW II
TMPPT3237	MHW II
TMPPT3239	MHW II
TMPPT4160	MHW II
TMPPT4161	MHW II
TMPPT4166	MHW II
TMPPT4176	MHW II
TMPPT4188	MHW II
TMPPT4189	MHW II
TMPPT4742	MHW II
TMPPT4744	MHW II
TMPPT4746	MHW II
TMPPT4763	MHW II
TMPPT4772	MHW II
TMPPT4773	MHW II
TMPPT4778	MHW II
TMPPT4154	MHW III
TMPPT4786	MHW III
TMPPT4779	MHW TR-II
TMPPT4780	MHW TR-II
TMPPT4781	MHW TR-II
TMPPT3230	MHW TR
TMPPT3236	MHW TR
TMPPT4172	MHW TR
TMPPT4173	MHW TR
TMPPT4174	MHW TR
TMPPT4184	MHW TR
TMPPT4185	MHW TR
TMPPT4737	MHW TR
TMPPT4743	MHW TR
TMPPT4750	MHW TR
TMPPT4752	MHW TR
TMPPT4761	MHW TR
TMPPT4762	MHW TR
TMPPT4775	MHW TR
TMPPT4730	MHW TR
TMPPT4731	MHW TR
TMPPT4732	MHW TR
TMPPT4734	MHW TR
TMPPT4735	MHW TR

15942	MHW II
15944	MHW II
15945	MHW II
15950	MHW II
15957	MHW II
15961	MHW II
15973	MHW II
15978	MHW II
15988	MHW II
15992	MHW II
15993	MHW II
16014	MHW II
16023	MHW II
16024	MHW II
16033	MHW II
16036	MHW II
16040	MHW II
16060	MHW II
16066	MHW II
16072	MHW II
16085	MHW II
16087	MHW II
16089	MHW II
16112	MHW II
16133	MHW II
16140	MHW II
16150	MHW II
16189	MHW II
16191	MHW II
16213	MHW II
16214	MHW II
16220	MHW II
16251	MHW II
16369	MHW II
16372	MHW II
16378	MHW II
16381	MHW II
16417	MHW II
16551	MHW II
18613	MHW II
18614	MHW II
18622	MHW II
30810	MHW II
30821	MHW II
30829	MHW II
30837	MHW II
30839	MHW II
30853	MHW II
30862	MHW II

TMPPT4736	MHW TR
TMPPT4738	MHW TR
TMPPT4739	MHW TR
TMPPT4740	MHW TR
TMPPT4741	MHW TR
TMPPT4747	MHW TR
TMPPT4749	MHW TR
TMPPT4751	MHW TR
TMPPT4753	MHW TR
TMPPT4754	MHW TR
TMPPT4755	MHW TR
TMPPT4756	MHW TR
TMPPT4758	MHW TR
TMPPT4759	MHW TR
TMPPT4760	MHW TR
TMPPT4764	MHW TR
TMPPT4765	MHW TR
TMPPT4766	MHW TR
TMPPT4768	MHW TR
TMPPT4769	MHW TR
TMPPT4770	MHW TR
TMPPT4771	MHW TR
TMPPT4774	MHW TR
TMPPT4777	MHW TR
TMPPT4785	MHW TR
TMPPT4787	MHW TR
TMPPT4788	MHW TR-II
TMPPT4789	MHW TR-II
TMPPT3226	MHW TR-II
TMPPT3227	MHW TR-II
TMPPT3228	MHW TR-II
TMPPT3231	MHW TR-II
TMPPT3232	MHW TR-II
TMPPT3235	MHW TR-II
TMPPT3240	MHW TR-II
TMPPT3241	MHW TR-II
TMPPT3242	MHW TR-II
TMPPT3243	MHW TR-II
TMPPT4153	MHW TR-II
TMPPT4155	MHW TR-II
TMPPT4156	MHW TR-II
TMPPT4157	MHW TR-II
TMPPT4158	MHW TR-II
TMPPT4159	MHW TR-II
TMPPT4162	MHW TR-II
TMPPT4163	MHW TR-II
TMPPT4164	MHW TR-II
TMPPT4165	MHW TR-II
TMPPT4169	MHW TR-II

30906	MHW II
30919	MHW II
30946	MHW II
40387	MHW II
40392	MHW II
40397	MHW II
40402	MHW II
40403	MHW II
40404	MHW II
40414	MHW II
40416	MHW II
40417	MHW II
40419	MHW II
40421	MHW II
40422	MHW II
40424	MHW II
40427	MHW II
40429	MHW II
40433	MHW II
40448	MHW II
44054	MHW II
44057	MHW II
44059	MHW II
44060	MHW II
44066	MHW II
44067	MHW II
44068	MHW II
15722	MHW III
15742	MHW III
15773	MHW III
15885	MHW III
15896	MHW III
15920	MHW III
15939	MHW III
15953	MHW III
15990	MHW III
15995	MHW III
16083	MHW III
16092	MHW III
16108	MHW III
16136	MHW III
16151	MHW III
16163	MHW III
16246	MHW III
16532	MHW III
18611	MHW III
18612	MHW III
18615	MHW III
18618	MHW III

TMPPT4171	MHW TR-II
TMPPT4175	MHW TR-II
TMPPT4178	MHW TR-II
TMPPT4179	MHW TR-II
TMPPT4181	MHW TR-II
TMPPT4182	MHW TR-II
TMPPT4183	MHW TR-II
TMPPT4186	MHW TR-II
TMPPT4187	MHW TR-II
TMPPT4733	MHW TR-II
TMPPT4745	MHW TR-II
TMPPT4748	MHW TR-II
TMPPT4757	MHW TR-II
TMPPT4782	MHW TR-II
TMPPT4783	MHW TR-II
TMPPT4784	MHW TR-II
TMPPT3233	MHW TR-II
TMPPT3234	MHW TR-II

30882	MHW III
40425	MHW III
15881	MHW III
16123	MHW III
16197	MHW III
44706	MHW IV
44712	MHW IV
44726	MHW IV
44705	MHW IV
44708	MHW IV
44716	MHW IV
44720	MHW IV
44722	MHW IV
44724	MHW IV
44725	MHW IV
44746	MHW IV
44747	MHW IV
44750	MHW IV
44752	MHW IV
44754	MHW IV
44756	MHW IV
44758	MHW IV
44760	MHW IV
44762	MHW IV
15805	MHW TR
16203	MHW TR
40411	MHW TR
44723	MHW TR-II
15701	MHW TR-II
15751	MHW TR-II
15770	MHW TR-II
15853	MHW TR-II
15864	MHW TR-II
15867	MHW TR-II
15875	MHW TR-II
15877	MHW TR-II
15938	MHW TR-II
15954	MHW TR-II
15955	MHW TR-II
15959	MHW TR-II
15977	MHW TR-II
16001	MHW TR-II
16088	MHW TR-II
16098	MHW TR-II
16126	MHW TR-II
16170	MHW TR-II
16471	MHW TR-II
16534	MHW TR-II
16542	MHW TR-II

16549	MHW TR-II
18621	MHW TR-II
18623	MHW TR-II
30852	MHW TR-II
30865	MHW TR-II
40390	MHW TR-II
40391	MHW TR-II
40418	MHW TR-II
40420	MHW TR-II
40428	MHW TR-II
40430	MHW TR-II
44056	MHW TR-II
44061	MHW TR-II
44062	MHW TR-II
44065	MHW TR-II
44069	MHW TR-II



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**STATE OF NEW HAMPSHIRE**  
**DEPARTMENT OF HEALTH AND HUMAN SERVICES**  
**NEW HAMPSHIRE HOSPITAL**

Lori A. Shibiotta  
 Commissioner

Heather M. Moquin  
 Chief Executive Officer

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November 2, 2020

His Excellency, Governor Christopher T. Sununu  
 and the Honorable Council  
 State House  
 Concord, NH 03301

**REQUESTED ACTION**

Pursuant to New Hampshire RSA 99:8, Increases for Recruitment Purposes and in accordance with Per 904.01 of the Rules of the Division of Personnel, Request for Temporary Increase, authorize the Department of Health and Human Services (DHHS), New Hampshire Hospital (NHH) to add a twenty percent (20%) base hourly wage enhancement to Mental Health Worker staff currently paid under the 40 hour wage week (A130) pay scale for recruitment and retention purposes effective December 4, 2020 upon Governor and Council approval through December 3, 2022. Source of Funds: 34% General Funds and 66% Other Funds.

Funds to support this enhancement are available in FY 2021 and are anticipated to be available in SFY 2022-2023.

**05-95-94-940010-8750 HEALTH AND SOCIAL SERVICES, DEPT OF HEALTH AND HUMAN SVCS, HHS: NEW HAMPSHIRE HOSPITAL, NEW HAMPSHIRE HOSPITAL, ACUTE PSYCHIATRIC SVCS**

Fiscal Year	Class/Object	Class Title	Job Number	Amount Requested
SFY 2021	010-500100	Personal Services - Perm Class	94057200	\$1,291,118
SFY 2022	010-500100	Personal Services - Perm Class	94057200	\$2,237,939
SFY 2023	010-500100	Personal Services - Perm Class	94057200	\$949,531
			TOTAL	\$4,478,588

**EXPLANATION**

The demand for acute psychiatric services provided by New Hampshire Hospital (NHH) continues to exceed available staff resources. The acuity level of patients admitted to NHH has continued to rise due to a number of factors, which include long waiting periods in community hospital emergency departments, increasing medical co-morbidities related to an aging general population and increasing level of dangerousness related to co-morbid use of illegal substances. NHH has continued to have extreme difficulty recruiting Mental Health Workers - see Table 1. New Hampshire Hospital (NHH) has the following positions being paid from the 40 Hour Wage Week

Pay Scale (A130). New Hampshire Hospital would like to augment the current MHW pay rates with a 20% enhancement to the 40 Hour Wage Week (A130) pay scale. An enhancement has proven to be an effective tool for addressing personnel shortages and retention rates in other departments.

**Table I NHH Mental Health Worker Positions**

Position and Vacancy Counts as of:			
	6/30/2019	6/30/2020	10/31/2020
<b>FULL-TIME</b>			
# MHW Positions	191	188	200
# Vacancies	24	29	36
% of Vacancies	13%	15%	18%
<b>PART-TIME</b>			
# MHW Positions	111	110	111
# Vacancies	59	69	77
% of Vacancies	53%	63%	69%

There are currently thirty-six (36) FTE Mental Health Worker vacancies and seventy-seven (77) Part-Time position vacancies at New Hampshire Hospital. The vacancies have created increased stress for the current Mental Health Workers who must regularly work mandatory overtime – in addition to their regular hours. This is expensive, and more troubling, it negatively affects the quality of care provided by staff who already work in a stressful, demanding and dangerous environment. The added stress related to working additional hours over a long period of time is taking its toll on the current workforce. Despite intensive efforts to recruit new Mental Health Workers, NHH has been unable to fill the vacant positions.

**Mental Health Worker Shortage:**

Mental Health Workers are essential to the care of patients at New Hampshire Hospital. They monitor and assist patients with their daily needs while providing a clean and orderly living area. Transportation, exercise, meals activities are but a few of the duties of a mental health worker. Due to the lack of other facilities with this specialty in New Hampshire, the wage comparison is with the national average and the surrounding states and entry-level positions out of high school. The national wage estimate for mental health workers at psychiatric hospitals is \$54,560 a year, which is 45.8% higher than the mean wage of all mental health workers at NHH. Massachusetts, Vermont and Maine offer a basic mean wage that is 21%-58.6% higher than the mean wage paid to mental health workers at NHH. A newly hired mental health worker with no experience starts at a labor grade 7, step 1 making 12.87 an hour. If that employee stays in the position and is given step increases each year, then when they have reached a step 4 ~ 4 years they will be making the same amount, \$15.00, as a starting front-line fast food worker in Concord, NH according to ZipRecruitor.com. The cost of recruiting, background checks, medical exam, orientation, and training will be more efficiently spent if we can hire individuals who will stay within the position instead of the high turnover New Hampshire Hospital is currently experiencing.

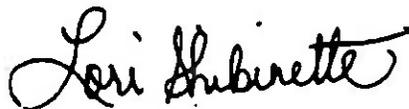
Should Governor and Council determine to deny this request, New Hampshire Hospital will be unable to adequately recruit and retain staff negatively affecting patient care.

Area served: NHH Acute Psychiatric Facility.

Source of funds: 34% General Funds and 66% Other Funds (provider fees).

In the event that other funds become no longer available, additional general funds will not be requested to support this request.

Respectfully submitted



Lori A. Shbinette  
Commissioner

**Caraway, Michelle**

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**From:** Spring, Laurie  
**Sent:** Monday, October 26, 2020 8:31 AM  
**To:** Moquin, Heather; Caristi, Joseph  
**Cc:** Rinden, Daniel; Doe, Marilyn  
**Subject:** FW: Per 904.01 Request for Temporary Increase, Mental Health Worker series  
**Attachments:** NHH MHW Enhancement FY21-23 GC.doc; NHH MHW Enhancement Fiscal Impact FY21-23.xlsx; Compartive MHW Analysis.docx

**Importance:** High

Good morning all,

See the approval below from the DOP Director for this request.

Please let me know the G&C item number and agenda date once submitted. If the enhancement request is approved by G&C, I will have to work with DOP to have the enhancement applied to individual position numbers.

Thank you,

Laurie Spring  
Workforce Development Administrator  
603-271-9019

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**From:** Rudis, Lorrie <Lorrie.A.Rudis@das.nh.gov>  
**Sent:** Friday, October 23, 2020 2:51 PM  
**To:** Spring, Laurie <Laurie.J.Spring@dhhs.nh.gov>  
**Cc:** Rechy, Marianne R <Marianne.R.Rechy@das.nh.gov>; Moranti, Michael <Michael.J.Moranti@das.nh.gov>; Lydick, Joanne (Mottola) <Joanne.L.Lydick@das.nh.gov>  
**Subject:** FW: Per 904.01 Request for Temporary Increase, Mental Health Worker series  
**Importance:** High

Greetings Laurie,

I know this has taken a significant time and I apologize, I have been working with the Governor's office due to budget constraints. The good news is I approve this request and find your submission in order and valid. I would like to see us work on reclassifying these position; so that we do not need to get approved again in 12 months.

Thanks you

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**From:** Spring, Laurie <[Laurie.Spring@dhhs.nh.gov](mailto:Laurie.Spring@dhhs.nh.gov)>  
**Sent:** Friday, July 17, 2020 8:54 AM  
**To:** Rudis, Lorrie <[Lorrie.A.Rudis@das.nh.gov](mailto:Lorrie.A.Rudis@das.nh.gov)>  
**Cc:** Moranti, Michael <[Michael.J.Moranti@das.nh.gov](mailto:Michael.J.Moranti@das.nh.gov)>  
**Subject:** Per 904.01 Request for Temporary Increase, Mental Health Worker series  
**Importance:** High

Good morning,

Attached are documents to initiate an enhancement for Mental Health Worker positions at New Hampshire Hospital in accordance with Per 904.01, Request for Temporary Increase.

Thank you for your consideration,

Laurie Spring  
Workforce Development Administrator  
603-271-9019

**STATEMENT OF CONFIDENTIALITY:** This message may contain information that is privileged and confidential and is intended for the exclusive use of the individual(s) to whom it is addressed. If you received this message in error, please contact the sender immediately and delete this electronic message and any attachments from your system. Thank you for your cooperation.

## Mental Health Work Equivalency Salary Information, June 5, 2020

State of New Hampshire MHW (I –III) range:	USD 28,828.80 – 45,988.80	@ USD 13.86 – 22.11
State of New Hampshire MHW (I –III) mean wage:	USD 37,408.80	@ USD 17.99
Massachusetts MHW mean wage	USD 46,900	@ USD 22.55
Vermont MHW mean wage	USD 45,260	@ USD 21.76
Maine MHW mean wage	USD 59,340	@ USD 28.53
National Estimates for MHW at Psychiatric Hospitals U.S. Bureau of Labor Statistics/mean wage estimates	USD 54,560	@ USD 26.23

### State of New Hampshire MHW, 2019

- MHWI: To perform work associated with the care of patients/residents/clients, including maintaining house/ward areas, assisting individuals and groups of patients/residents/clients in meeting basic daily needs, and providing for a safe, clean and orderly living.
- MHWII: To supervise and provide specialized services in the care of patients/residents, including monitoring living areas and acting as a group leader for patients/residents with moderately difficult problems.
- MHWIII: To supervise and provide specialized services in the care of patients/residents, including monitoring living areas and acting as a group leader for patients/residents with the most difficult problems.

Source: <https://apps.das.nh.gov/HRJobClassifications/ClassSpecifications.aspx/ClassSpecifications.aspx>

### U.S. Bureau of Labor Statistics MHW, 2019

- Assess and treat individuals with mental, emotional, or substance abuse problems, including abuse of alcohol, tobacco, and/or other drugs. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education.

Source: <https://www.bls.gov/oes/current/oes211023.htm#st> – just scroll down to the categories showing the specific state data.

### Overview

The BLS job description is fairly generic in nature and often includes a wide range of associated occupations. The BLS points out, “... the Bureau's job descriptions may differ significantly from those in use in individual establishments” (para 1,

<https://www.bls.gov/ncs/ocs/ocs95apb.htm>). For example, using the BLS occupation "Attorney" offers a clear illustration of the wide range of differences and variances within a given occupation category. Furthermore, the BLS suggests in comparing with other sources, factors such as differences in occupational definitions and survey scope should be taken into consideration (para 4, <https://www.bls.gov/ncs/ocs/ocs95apb.htm>). Accordingly, below is a breakdown of the BLS usage of the occupation and the consistency with the NH MHW position.

#### Job element comparisons

**BLS job description elements:** Assess and treat individuals with mental, emotional, or substance abuse problems. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education.

**MHWII/III parallel:** supervise[s] and provide[s] specialized services in the care of patients/residents; participate[s] as a member of a treatment team by sharing observations of patients/residents behaviors and by supporting and implementing treatment team recommendations; documents observations and interactions in formal records that are used for treatment and work management purposes; orders supplies needed for team and house/unit operations; acts as group leader for patients/residents with the most difficult problems to solve; assists in planning and providing for the daily needs of individuals and groups of patients/residents;

**Comments:** the operative terms in the BLS description are: assess and treat. Supervision of patients/residents requires NH MHWs to routinely assess and treat in response to the patient behavior and in accordance with the treatment plan. Assessing patients requires one to judge, consider, review, appraise and gauge patient behavior while treat requires care, deal with, handle, and manage patients in a caring, quality manner. These are daily, routine actions conducted by NH MHWs. Moreover, mental health workers at all levels routinely serve as vital members of the unit treatment team because of their familiarity with patients and ability to contribute to the clinical assessment and treatment. Lastly, MHW regularly engage in elements of individual and group therapy, crisis intervention (often as the first responders), case management contributors, and education.



POS #	EMPLOYEE TITLE	FT / PT
15701	MHW I	FT
15712	MHW I	FT
15866	MHW I	FT
15867	MHW I	FT
15890	MHW I	FT
15904	MHW I	FT
15918	MHW I	FT
15938	MHW I	FT
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16534	MHW I	FT
16538	MHW I	FT
30862	MHW I	FT
30919	MHW I	FT
40391	MHW I	FT
40416	MHW I	FT
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40425	MHW I	FT
44055	MHW I	FT
44060	MHW I	FT
44069	MHW I	FT
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15751	MHW II	FT
15755	MHW II	FT
15781	MHW II	FT
15829	MHW II	FT
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15863	MHW II	FT
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15868	MHW II	FT
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15882	MHW II	FT
15902	MHW II	FT
15905	MHW II	FT
15907	MHW II	FT
15908	MHW II	FT
15913	MHW II	FT
15914	MHW II	FT
15919	MHW II	FT
15922	MHW II	FT
15927	MHW II	FT
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15954	MHW II	FT
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15959	MHW II	FT
15961	MHW II	FT
15973	MHW II	FT
15977	MHW II	FT
15988	MHW II	FT
15991	MHW II	FT
15992	MHW II	FT
15993	MHW II	FT
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16014	MHW II	FT
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16024	MHW II	FT
16033	MHW II	FT
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16088	MHW II	FT
16089	MHW II	FT
16112	MHW II	FT
16118	MHW II	FT
16126	MHW II	FT
16133	MHW II	FT
16140	MHW II	FT
16150	MHW II	FT
16191	MHW II	FT
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16542	MHW II	FT
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16551	MHW II	FT
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18615	MHW III	FT
18618	MHW III	FT
30882	MHW III	FT
15881	MHW III--PT TRANSPORTATION	FT
16123	MHW III--PT TRANSPORTATION	FT
16197	MHW III--PT TRANSPORTATION	FT
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8T2979	MHW IV	FT
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8T2981	MHW IV	FT
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8T2983	MHW IV	FT
8T2984	MHW IV	FT
8T2985	MHW IV	FT
8T2986	MHW IV	FT
8T2987	MHW IV	FT
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8T3013	MHW IV	FT
8T3014	MHW IV	FT
8T3015	MHW IV	FT
8T3016	MHW IV	FT
8T3017	MHW IV	FT
8T3018	MHW IV	FT
8T3019	MHW IV	FT
8T3020	MHW IV	FT
15734	MHW TR	FT
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44067	MHW TR	FT
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15770	MHW TR-II	FT
15805	MHW TR-II	FT
15978	MHW TR-II	FT
16204	MHW TR-II	FT
16552	MHW TR-II	FT
30849	MHW TR-II	FT
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40403	MHW TR-II	FT
40423	MHW TR-II	FT
44063	MHW TR-II	FT
44064	MHW TR-II	FT
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TMPPT4174	MHW I	PT
TMPPT4185	MHW I	PT
TMPPT4776	MHW I	PT
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TMPPT4153	MHW II	PT
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TMPPT4759	MHW II	PT
TMPPT4763	MHW II	PT
TMPPT4766	MHW II	PT
TMPPT4785	MHW II	PT
TMPPT4154	MHW III	PT
TMPPT4786	MHW III	PT
TMPPT3233	MHW I-II-COURT RUNNER	PT
TMPPT3234	MHW I-II-COURT RUNNER	PT
TMPPT4779	MHW II--PT TRANSPORTATION	PT

TMPPT4780	MHW II--PT TRANSPORTATION	PT
TMPPT4781	MHW II--PT TRANSPORTATION	PT
TMPPT4783	MHW II--PT TRANSPORTATION	PT
TMPPT3227	MHW TR	PT
TMPPT4162	MHW TR	PT
TMPPT4757	MHW TR	PT
TMPPT4768	MHW TR	PT
TMPPT4770	MHW TR	PT
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TMPPT4169	MHW TR-II	PT
TMPPT4171	MHW TR-II	PT
TMPPT4182	MHW TR-II	PT
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TMPPT4784	MHW TR-II PT TRANSPORTATION	PT