

MICHIGAN DEPARTMENT OF CORRECTIONS

HEALTH CARE STAFFING

**MARTI KAY SHERRY, ACTING HEALTH SERVICES ADMINISTRATOR, MDOC
KYLE KAMINSKI, LEGISLATIVE LIAISON, MDOC**

BUREAU OF HEALTH CARE SERVICES

- Bureau of Health Care Services (BHCS) employs 1,473 health care staff
 - Staff include health care, mental health, dental and substance abuse
 - Clinic staff include medical and psychiatric providers, nurses/nurse managers, dentists, qualified mental health professionals (social workers and psychologists), pharmacy assistants, and clerical support staff
 - BHCS also employs some specialized positions at Duane Waters Health Center (DHWK), Women's Huron Valley Correctional Facility (WHV) and Woodland Correctional Facility (WCC)
 - Positions include: Resident Care Aide (RCA), Laboratory Assistant, Medical Technician, Occupational Therapist, Respiratory Therapy Technician and Phlebotomist
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IMPACT OF STAFF VACANCIES

- Due to nursing vacancies a wing at DWHC has been consolidated.
 - DWHC is an inpatient facility with 152 beds
 - Currently, 34 beds cannot be used due to nurse vacancies
 - Vacancies have impacted the Department's ability to provide nightly nursing coverage at 10 facilities (JCS, SMT, NCF, ECF, SRF, DRF, IBC, ICF, RMI, MTU)
 - Nursing staff are being mandated to work overtime to adequately cover clinic shifts
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VACANCIES- NURSING

- Nursing vacancies in the Department’s ambulatory clinics (statewide)
- There are 50 RN and 13 LPN contractual staff filling about 69% of the current nursing vacancies.

	RN FTE's	RN Vacancies	RN Contractual Positions	LPN FTE's	LPN Vacancies	LPN Contractual Positions
Ambulatory Clinics	386	66.5	50	189	25	13

VACANCIES – DENTISTS

- There are currently 22 dental vacancies out of 35 positions.
 - A total of 20 of those vacancies are covered by contractors
 - The current maximum hourly rate for a Civil Service Dentist is \$60.51 plus benefits, and the contractual hourly rate is \$140.
 - In order to attract dentists the Department needs to pay a higher rate of pay.
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RECRUITMENT CHALLENGES/STRATEGY

- Recruitment challenges facing the MDOC include:
 - Non-competitive salaries
 - Location of some of the positions
 - Work environment
 - Work hours/flexibility
 - Competing with hospitals, doctor offices, etc.
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RECRUITMENT ACTIVITIES

- Recruitment activities include the following:
 - Clinical rotations
 - Internships
 - Job Shadowing
 - Job and Career Fairs
 - Speaking engagements with Colleges and Universities
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