

COMMENTS ON THE STAFFING SITUATION AT FARIBAULT

As of October, 1966 Faribault was authorized a total of 921 positions, with 50 more to be phased in January 1, 1967 to make a total number for the current bienium of 971. Out of the 921 positions available on October 5 there were 112 vacancies. Thus roughly one out of nine positions were vacant. On the face of it, it would appear that roughly one-half of these vacancies (67 out of 112) are in Patient Care classifications. But that does not tell the whole story, especially with regard to Psychiatric Technician vacancies.

In August, for example, Faribault was working with a total authorized number of 433 Psych, Tech. I positions. At that time 106 of those positions were substituted to other classifications, leaving a remainder of 327 P.T. I positions on their books. Since they had exactly 314 people working as Psych. Tech. I's at that time, they listed only 13 vacancies for P.T. I. Of the 106 P.T. positions substituted to other categories, more than half (70) had been substituted to Hospital Aide, 17 to various nursing positions, the remainder to maintenance-type positions, and there were 9 vacancies within the 106 substituted positions. Thus out of the 433 P.T.I. positions originally available, there were actually 13 plus 9, or a total of 22 vacancies. In addition to that, most of the Hospital Aide positions filled were strictly temporary jobs for students during the summer. At the end of the summer most of these positions became vacant and were substituted back into the P.T. I classification to be filled later on. It is encouraging, however, that most of the positions substituted from P.T. I (87 out of 106) were used to hire other patient care personnel, such as Hospital Aides and Practical Nurses.

When we turn to October we find that Faribault now lists 43 Psych. Tech. I vacancies. It should be noted, however, that all 15 of the Hospital Aide positions listed as vacant were substituted from P.T. I positions, as well as 13 of the Custodial Worker I vacancies, and 10 of the Food Service Supervisor vacancies. Thus 38 of these vacancies were originally P.T. I positions, and if we added these to the 43 P.T. I vacancies that Faribault does list, we would come out with a total of 81 P.T, I vacancies instead of merely 43. It readily becomes apparent that the great majority of Vacancies occur within the P.T. I classification. Of all the positions allocated by the legislature, the P.T. I positions are the most difficult to fill.

But the problem is not really filling these positions, but retaining the persons who have been recruited to fill them. From last summer (July) to this summer (June) Faribault faired 199 new P.T. I's. But they lost 174, for a net gain of only 25. Faribault attributes its failure to retain patient care employees to a serious salary deficiency. The new Psych, Tech. 's work until they find a higher paying job and then quit. Many people are taking these positions as "stopgap" employment. Thus at Faribault the problem is not one of being unable to fill the allocated positions, but one of being unable to offer Psychiatric Technicians an attractive salary.

FARIBAULT STATE SCHOOL AND HOSPITAL

VACANCIES AS OF OCTOBER 5, 1966

1. 43 Psychiatric Technician I
2. 2 Psychiatric Technician II
3. 1 Registered Nurse I I I
4. 1 Registered Nurse I I
5. 3 Licensed Practical Nurse II
6. 2 Licensed Practical Nurse I
7. 1 Medical Technologist I
8. 15 Hospital Aides
9. 15 Custodial Worker I
10. 13 Food Service Supervisor
11. 3 Cook II
12. 1 Clerk II
13. 1 Clerk Typist I
14. 1 Clerk Steno I
15. 1 Farmer I
16. 1 Sheet Metal Worker
17. 1 Laundry Manager I
18. 1 Staff Physician
19. 1 Rehabilitation Therapies Director
20. 1 Social Worker I
21. 1 Dietitian 1
22. 3 Special Teachers

Total 112