



OhioMHAS

John R. Kasich, Governor
Tracy J. Plouck, Director

Psychiatrist Benefits

Promoting Wellness and Recovery

September 2013

Psychiatrists at the Ohio Department of Mental Health and Addiction Services are professionals working together to ensure caring and humane treatment for Ohioans with mental health disorders. We are continuously recruiting career-oriented individuals with the skills, commitment and desire to make a difference. If you are one of those people, we invite you to explore psychiatry opportunities with OhioMHAS.

OhioMHAS is an equal employment opportunity employer.

Starting Salary: Competitive

Standard Work Hours: 8 a.m. – 4:30 p.m. (Additional medical officer on-duty hours are available on a voluntary basis at the rate of \$65/hour).

Physician Loan Repayment Program: If the physician is within 10 years of residency completion, OhioMHAS offers an educational loan repayment of up to \$22,000/year, which is renewable up to four years for a total contribution not to exceed \$88,000.

Leave:

Vacation: Full-time psychiatrists are advanced four weeks of vacation upon employment. At the end of one year of service, physicians will accrue four weeks annual vacation until they reach 10 years of service. Thereafter, accrual will be in accordance with the bargaining unit agreement.

Sick Leave: Full-time employees accrue sick leave at a rate of 2.77 hours for each 80 hours in active pay status, excluding overtime hours, to a maximum of 72 hours per year. Each year employees may convert unused accrued sick leave to cash.

Personal Leave: Full-time employees shall be entitled to five days of personal leave each year. Any personal leave not used at the end of each year may be carried forward or paid out at 100 percent at the employee's option. Maximum accrual of personal leave is sixty (60) hours.

Other Types of Leave:

- Adoption/Childbirth Leave
- Bereavement Leave
- Civic Duty/Jury Duty
- Disability Leave
- Family and Medical Leave
- Military Leave
- Workers' Compensation/Salary Continuation/Occupational Injury Leave



Holidays: Employees have ten paid holidays per year.

Retirement: The State of Ohio and the employee contribute to the retirement fund, which is administered by the Ohio Public Employees Retirement System (OPERS). Should the employee leave state service before retirement age, the employee's share of the benefit is refundable.

Benefits:

Health Insurance: Each employee has the opportunity to enroll in health insurance during the first month of employment. Psychiatrists may choose to decline health insurance, in which case the equivalent agency contribution may be converted to a monthly lump sum payment.

Dental/Vision Insurance: After completion of one year of continuous service, employees may enroll in a dental and vision plan at no charge to the employee.

Group Life Insurance: After completion of one year of continuous service, the State of Ohio provides basic life insurance coverage equal to the employee's annual salary at no charge to the employee.

Supplemental Life Insurance: This insurance is available upon hire for the employee, spouse and dependents. Employees must enroll within 90 days of employment or during the annual "Open Enrollment" period.

Flexible Spending Accounts:

The **dependent care spending account** is a tax-favored account that provides the opportunity for eligible employees to defer up to a maximum of \$5,000 on a pre-tax basis into an account to pay for eligible child care, dependent care and eldercare expenses.

The **health care spending account** is a tax-favored account that provides the opportunity for eligible employees to defer up to a maximum of \$2,500 on a pre-tax basis into an account to pay for eligible expenses not paid by their health plan, vision or dental plans.

Continuing Education Opportunities: OhioMHAS offers continuing education activities including attendance at professional conferences, seminars and workshops, and enrollment in educational programs to maintain licensure and certification and to obtain continuing education units.

Medical School/University Affiliation: All Ohio Department of Mental Health and Addiction Services regional psychiatric hospitals are located near Ohio medical schools and other colleges and universities, providing a broad range of learning and teaching opportunities. Psychiatrists who participate in resident supervision are eligible for an additional teaching supplement from OhioMHAS.

Affiliated Medical Schools:

- Case Western Reserve University School of Medicine
- Northeast Ohio Medical University (NEOMED)
- Ohio State University College of Medicine
- Ohio University Heritage College of Osteopathic Medicine
- University of Cincinnati College of Medicine
- University of Toledo College of Medicine
- Wright State University Boonshoft School of Medicine

For more information about the benefits for State of Ohio employees, visit <http://www.ohio.gov/stateemployee/>.

POSITION DESCRIPTION

AGENCY/DEPT ID Mental Health & Addiction Services

DIVISION OR INSTITUTION

 UNIT OR OFFICE
Psychiatry

COUNTY OF EMPLOYMENT

POSITION NUMBER

 Reclassification

 New Position

 Update

 Position Hyperlinked to

Agency Organizational Tree

USUAL WORKING TITLE OF POSITION

Psychiatrist

POSITION NO. AND TITLE OF IMMEDIATE SUPERVISOR

Physician Administrator

 Permanent
 Temporary
 Intermittent

 Classified
 Unclassified

 Overtime: Eligible Exempt

 If FLSA Exempt, exemption type:
Professional

Bargaining Unit 1199

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NORMAL WORKING HOURS (Explain unusual or rotating shift):

FROM: 8am

TO: 5pm

JOB DESCRIPTION AND WORKER CHARACTERISTICS

%	Job Duties in Order of Importance	Knowledge, Skills & Abilities
75	Evaluates, examines, analyzes, diagnoses & treats consumers, prescribes medication & performs in-depth psychotherapy & counseling (e.g., psychoanalysis, behavior modification): Coordinates & oversees clinical & clinical forensic psychiatric treatment for patients on one or more assigned treatment units within the hospital; coordinates Treatment Team meetings & provides clinical direction to Treatment Team staff in development of Individual Treatment Plans (ITP) for assigned patients; performs mental & physical examinations of patients; assigns psychiatric & medical diagnoses to each patient as assigned for treatment (e.g., identifying data, chief complaints, history of present mental illness, past medical & psychiatric history, personal & social history, mental status, diagnostic impression, assets, estimated length of stay); administers & monitors psycho-pharmacological, psychotherapeutic & other related treatments for each patient, provides individual & group treatment; monitors the medical condition of each patient & seeks consultation, referral, or transfer as necessary or as directed to maintain the medical well-being of the patient; collaborates with outside psychiatrists and other clinicians to assure coordination of care & continuity to community setting; provides coverage for duties of other hospital psychiatrists during periods of absence; completes & maintains proper documentation of activities/treatment to assure compliance with Joint Commission on Accreditation of Healthcare Organizations (JCAHO), & Medicare, Medicaid, Department of Mental Health & Addiction Services (OhioMHAS) & hospital policies, regulations, & directives; completes & maintains proper & timely documentation, etc.; submits documentation for Medicare billing & other services accurately & timely; demonstrates computer competency for intranet, internet, & patient/hospital electronic tasks.	Knowledge of 1) medicine; 2) psychology; 3) safety practices; 4) anatomy; 5) physiology; *6) agency & hospital policies & procedures; 7) JCAHO, Medicare, Medicaid compliance Skill in 8) administering medications Ability to 9) define problems, collect data, establish facts & draw valid conclusions; 10) interpret extensive variety of technical material in books, journals & manuals; 11) deal with many variables & determine specific course of action; 12) handle sensitive contacts with persons under medical care TRAINING AND DEVELOPMENT REQUIRED TO REMAIN IN THE CLASSIFICATION AFTER EMPLOYMENT: Biennial renewal of licensure with requirement of 100 hrs. of continuing education. UNUSUAL WORKING CONDITIONS: Exposed to dangerous patients & infectious diseases. (*) Developed after employment

 JOB TITLE
Psychiatrist

 JOB CODE
65371

List Position Numbers & Job Titles of Positions Directly Supervised:

SIGNATURE OF AGENCY REPRESENTATIVE

DATE

