

**Vermont Mental Health Performance Indicator Project**  
 Agency of Human Services, Department of Health, Division of Mental Health  
 108 Cherry Street, Burlington, Vermont 05401

TO: Vermont Mental Health Performance Indicator Project  
 Advisory Group and Interested Parties

FROM: John Pandiani and Joan Mongeon

DATE: October 21, 2005

RE: Mental Health Staff Tenure / Turnover FY2005

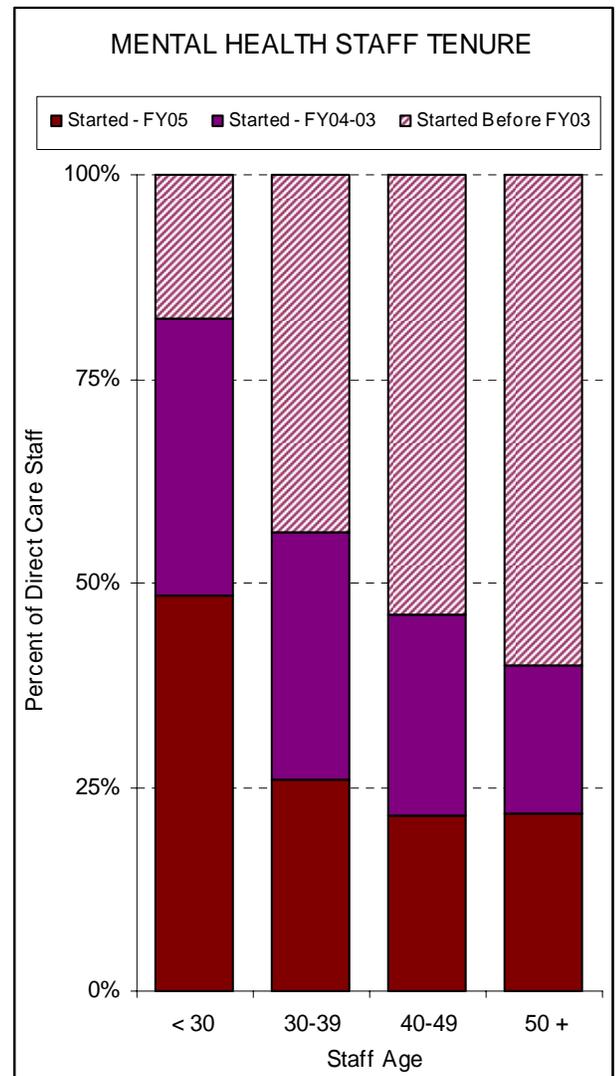
Staff tenure / turnover is widely recognized as an important indicator of mental health service system performance. This indicator was regularly reported in the late 1990s as part of our annual Fact Book reports and as brief PIP reports in December 1999 and January 2000. (<http://www.healthyvermonters.info/ddmhs/docs/pips/1999/pip1210.pdf> and <http://www.healthyvermonters.info/ddmhs/docs/pips/2000/pip12800.pdf>). This report on staff tenure / turnover was prepared in response to a request from Frank Reed, acting director of the DMH Adult Mental Health Unit. The findings reported here are based on analysis of staffing data provided to DMH by designated community service agencies. All analyses describe direct care staff. Clerical and support staff are not included in this analysis.

Findings indicate that the age of employees is the greatest predictor of staff tenure / turnover although this does vary among treatment programs and designated agencies. Almost half (48%) of direct care staff under 30 years of age began employment during the current year, compared to 26% of staff in their 30s, and 22% of staff 40 years of age and older. Less than one in five (18%) of staff under the age of 30 had been employed by the agency for more than two years, compared to 44% of staff in their 30s, 54% of staff in their 40s, and 60% of staff who were 49 years of age or older.

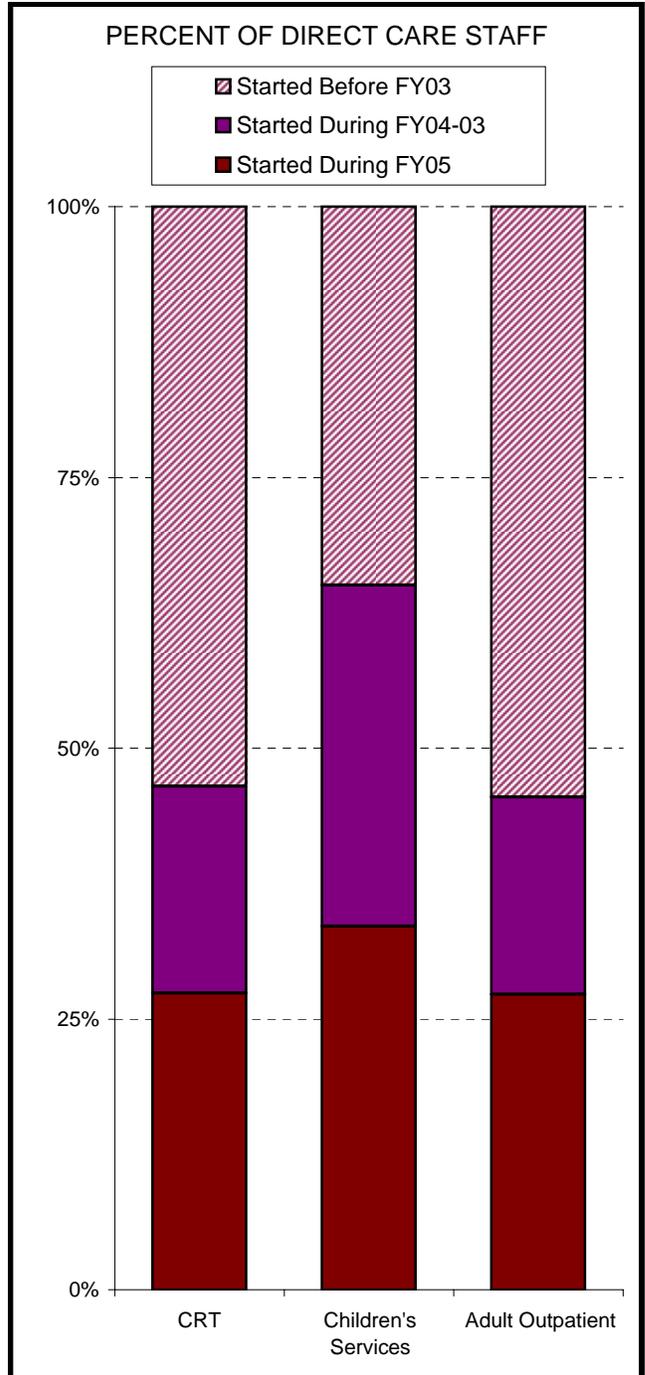
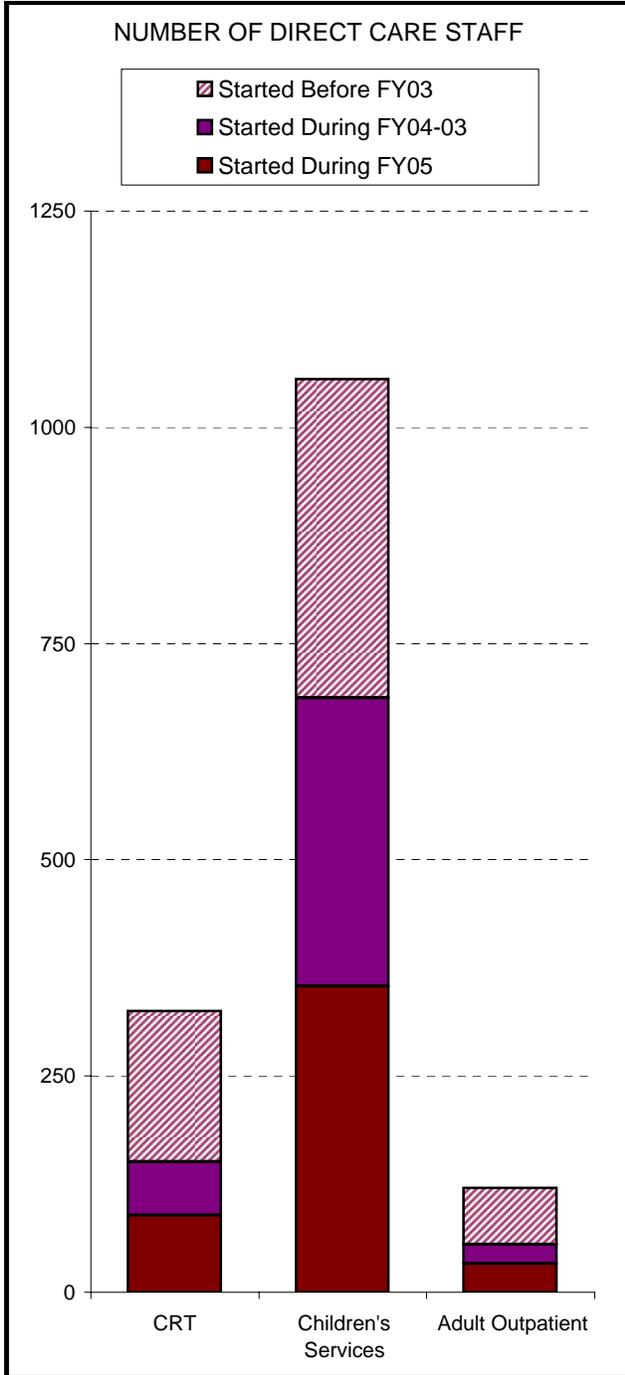
Among programs, Children's Services had the fewest employees with greater than 2 years tenure (35%), compared to more than 50% for Adult outpatient and CRT programs. More than one third (34%) of Children's Services staff were hired during the reporting year, compared to 27% of CRT and Adult outpatient staff. Children's Services programs had the greatest proportion of staff less than 30 years of age, 39% compared to 22% for CRT and 15% for Adult outpatient programs.

Among regions of the state, Rutland and Lamoille had the fewest employees hired during the study year (22% each) and Bennington had the most (43%). Addison and Bennington had the greatest representation of employees with more than 2 years of employment, 50% and 51% respectively and Chittenden and Lamoille had the lowest representation of employees with more than 2 years of employment (36% each).

We look forward to you comments on the utility of this measure of program performance, the quality of data used in this analysis, and your suggestions for further analysis to 802.863.7249 or [PIP@vdh.state.vt.us](mailto:PIP@vdh.state.vt.us).



## MENTAL HEALTH STAFF TENURE BY PROGRAM, FY2005

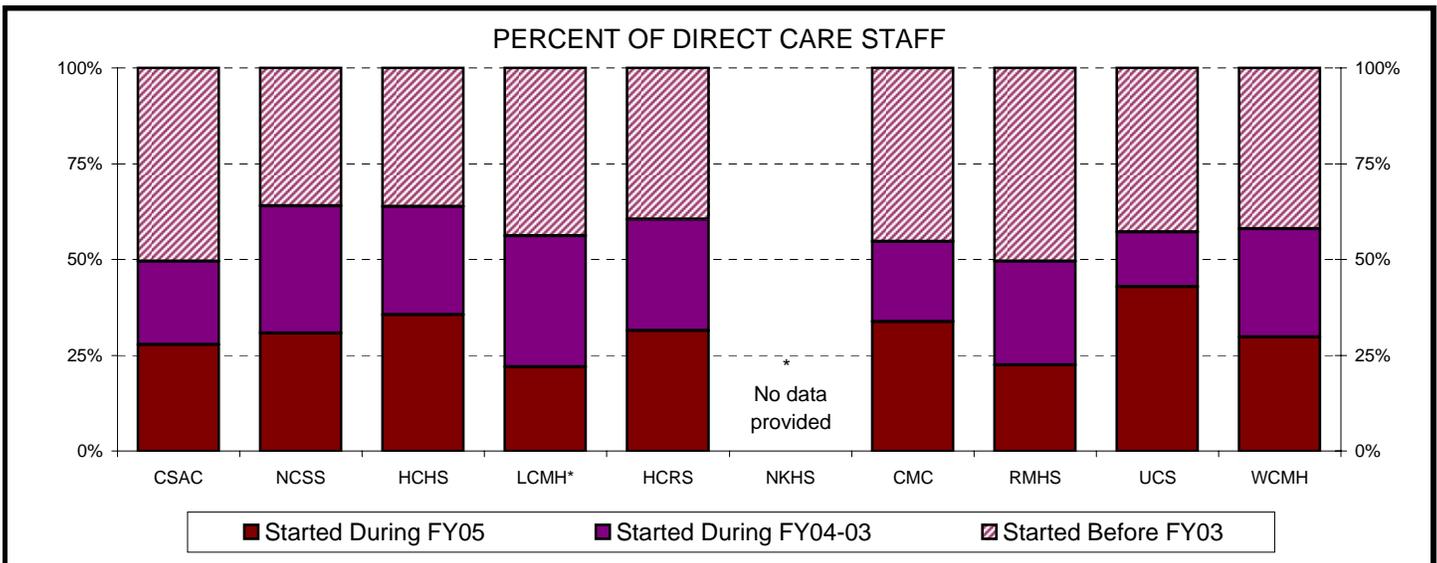
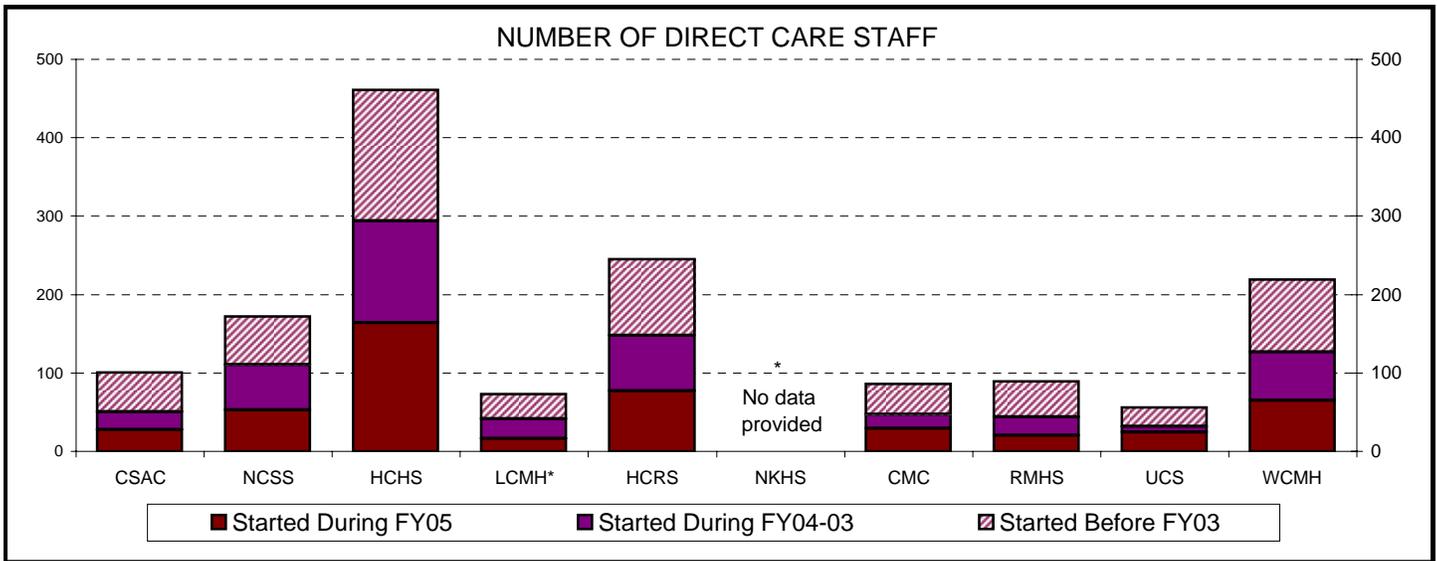


Program	Direct Care						
	Employment Started:						Employed
	During FY2005		During FY2004-03		Before FY2003		
#	%	#	%	#	%	#	
CRT	89	27%	62	19%	174	54%	325
Children's Services	354	34%	333	32%	369	35%	1056
Adult Outpatient	33	27%	22	18%	66	55%	121
<b>Total</b>	<b>476</b>	<b>32%</b>	<b>417</b>	<b>28%</b>	<b>609</b>	<b>41%</b>	<b>1502</b>

Information is based on staffing data submitted by Vermont's community service providers. Includes all employees with more than 40 hours employment in CRT, AOP and Children's Services programs during FY2005.

\* LCMH analysis is based on only 3 quarters of data.

## MENTAL HEALTH STAFF TENURE BY PROVIDER, FY2005



Region/Provider		Direct Care						
		Employment Started:						Employed
		During FY2005		During FY2004-03		Before FY2003		
#	%	#	%	#	%	#		
Addison	CSAC	28	28%	22	22%	51	50%	101
Northwest	NCSS	53	31%	57	33%	62	36%	172
Chittenden	HCHS	164	36%	130	28%	167	36%	461
Lamoille	LCMH*	16	22%	25	34%	32	44%	73
Southeast	HCRS	77	31%	71	29%	97	40%	245
Northeast	NKHS	-	-	-	-	-	-	-
Orange	CMC	29	34%	18	21%	39	45%	86
Rutland	RMHS	20	22%	24	27%	45	51%	89
Bennington	UCS	24	43%	8	14%	24	43%	56
Washington	WCMH	65	30%	62	28%	92	42%	219
<b>Total</b>		<b>476</b>	<b>32%</b>	<b>417</b>	<b>28%</b>	<b>609</b>	<b>41%</b>	<b>1502</b>

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