

CLINICAL SPECIALIST JOB CLASSIFICATION IN KAISER PERMANENTE'S NORTHWEST REGION.

Letter of Understanding (LOU) modifying current contract language on page 15.

D. 5a) Lead employees will receive a differential of \$1 per hour

D. 5b) Clinical Specialists (CS) will receive a differential of \$2.00 per hour. The title Clinical Specialist CS will replace the Advanced Certification as outlined in LOU April 20, 2009 and in the contract, as well as Specialty Certified Individuals (D.5.b.2). Selection of CS positions (see JD #2728 for Education/Professional Requirements for Clinical Specialist) will be based primarily on qualifications for the position and will include participation from OFNHP Pro staff, however, the ultimate decision will be made by the Employer.

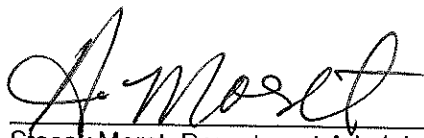
1. Business need will determine the total number and type of CS positions considered and posted for the region.
2. CS positions may have a dedicated location and/or be Region-wide
3. Determination of the business need for a particular CS position will be reviewed periodically, not to exceed every two years. June will be the targeted month.
4. If it is determined that the CS role no longer supports business need or the CS wishes to resign or is asked to resign from this position, the employee, supervisor, and other pertinent parties (e.g., HR, Steward) will meet to assess the situation and evaluate non-punitive options including a transition back to previous position (without loss of seniority). An external candidate would return to home clinic identified upon hire.
5. CS will be provided designated non-clinic time, the amount mutually agreed upon between CS and manager, at a minimum of 20 hours/month to fulfill the necessary Clinical Specialist responsibilities below. Patient care needs are prioritized over CS Additional Responsibilities.
6. Qualifying criteria for CS positions are as follows:
 - i. Minimum of 32hr/week coded employee
 - ii. Holds approved specialty certification in good standing
 - iii. Maintains Specialty caseload (at minimum level to maintain certification).
 - iv. Although it is not required, it is strongly encouraged that individuals holding CS position are involved both locally and nationally with their professional organization and /or organizations associated with their area of specialty to keep informed of current research and/or practice requirements.

Table below lists the additional responsibilities of Clinical Specialist:

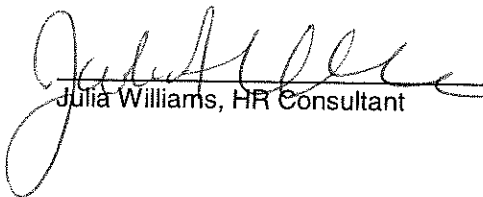
Responsibilities	Qualifying Projects/Documents (Please attach supporting documentation as needed for reviewers)	Met Yes/No
Demonstrates regional program development	Mentors staff interested in clinical growth in this specialty area. Designs and implements educational curriculum for staff in specialty area, including competency checks, and standardized evaluation/patient education materials. Develops a plan to complete chart reviews, in compliance with HIPAA guidelines on all identified individuals practicing in specialty area to monitor program development, mentoring and/or implementation of clinical practice guidelines. Co-treats with therapists as needed to facilitate clinical growth and confidence (Attach curriculum, competency attestation and chart reviews). The chart reviews and clinical competency checks will	

2. Recognition for Specialty Certified Individuals:

- a. A labor management partnership committee will be convened (equal representation from management and labor) every 2 years to evaluate the current list of approved specialties for additions or deletions.
- b. This recognition is a bonus to encourage, honor and recognize the time and effort required to achieve an advanced clinical certification.
- c. This bonus will be paid to therapists who demonstrate that they hold an advanced certification which is currently in good standing with the issuing organization.
- d. The bonus amount will be \$500.00 per certification and recertification bonus of \$500 every 10 years with valid documentation.
- e. Therapists who hold multiple certifications in good standing are eligible for multiple bonuses.

 10/11/2013

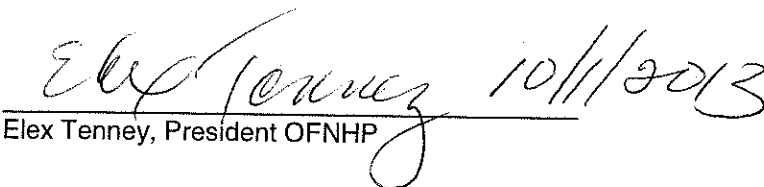
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